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MONTHLY LABOR REVIEW

U.S. Department of Labor
Bureau of Labor Statistics

National Compensation Survey:

- Overview
- New benefits data
- Incidence of benefits
- Medical and retirement plans
- Prescription drug coverage
- Health insurance data

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REVIEW

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National Compensation Survey

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The August *Review*

In the September 1996 issue of *Compensation and Working Conditions*, the Bureau of Labor Statistics outlined its long-term plan for consolidating what had been several different data collection programs into an integrated National Compensation Survey. The ongoing success of that strategy has yielded vast amounts of information on occupational wages, employment costs, and, as will be seen in this issue, employee benefits.

Allan P. Blostin's overview paper does a far better job of summarizing the following articles than there is space to do here. Thus, the following are the bare bone acknowledgements of the authors and their topics.

- Jordan Pfuntner reports on new data available through the National Compensation Survey on health and retirement benefits.

- Carl B. Barsky compares the frequency at which establishments offer certain benefits with the employee participation rate in such programs.

- William J. Wiatrowski explores the possible reasons for the declining number of private sector workers participating in medical care plans.

- Elizabeth Dietz outlines the cost-sharing and cost-saving provisions on prescription drug benefit plans.

- Michael Lettau explores the flexibility of the integrated National Compensation databases as it pertains to calculating relationships among benefits access rates, participation rates, cost per employee, and cost per participant.

Veterans' unemployment

Veterans of the U.S. Armed Forces were less likely to be unemployed than nonveterans in August 2003. Veterans had an unemployment rate of 4.5 percent, compared with 5.9 percent for nonveterans.

The unemployment rates of male veterans aged 25 to 34 (4.7 percent) and 35 to 44 (3.8 percent) were lower than the rates of their nonveteran peers (6.3 percent and 4.8 percent, respectively) in August 2003. Among those 45 to 54 years old, however, veterans had a higher jobless rate than non-veterans (5.4 percent versus 3.6 percent).

Female veterans aged 25 to 34 had a relatively high unemployment rate of 8.2 percent, but the rate was much lower for those aged 35 to 44 (3.4 percent). Female veterans aged 45 to 54 had a jobless rate of 5.4 percent, little different from their nonveteran contemporaries.

The rate of unemployment for black veterans was much lower than for black nonveterans—4.8 percent compared with 11.3 percent in August 2003. For whites, the unemployment rate for veterans was only somewhat lower than the rate for nonveterans—4.5 percent versus 5.1 percent. Among Hispanics, veterans and nonveterans both had unemployment rates around 7 percent. For more information, see "Employment Situation of Veterans: August 2003," news release USDL 04–1378 on the Internet at **http://www.bls.gov/news.release/vet.toc.htm**

Fatalities among athletes

From 1992 to 2002, a total of 219 fatal work injuries involving professional athletes were recorded by the Bureau of Labor Statistics, a figure representing less than 1 percent of all workplace fatalities. However, over the same period, the fatality rate for athletes was 22.0 fatal work injuries per 100,000 workers.

An examination of the narratives of each workplace fatality provides insight into the activities that athletes were performing at the time of their fatal injury. Just over a third (37.4 percent) of the deceased were performing a task associated with automobile or motorcycle racing (such as driving or flagging) when they were killed. Decedents who were participating in water activities (diving, swimming, and boating) accounted for just less than one-quarter (23.3 percent) of the fatalities. In addition, 16 percent of the athletes were killed working with horses or bulls, and about 6 percent were killed in some form of pugilism such as boxing, kickboxing, or wrestling. For additional information, see "Fatal Occupational Injuries to Athletes, 1992–2002," in *Compensation and Working Conditions Online* on the Internet at **http://www.bls.gov/opub/cwc/sh20040719ar01p1.htm** □

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News releases discussed above are available at **http://stats.bls.gov/newsrels.htm**

The National Compensation Survey: a wealth of benefits data

The BLS National Compensation Survey provides an array of benefits data; in 2003, for the first time, information is available on the percentages of establishments offering health insurance and retirement plans, and the percentage of medical premiums paid by employers and employees

Allan P. Blostin

The creation of the Bureau of Labor Statistics National Compensation Survey (NCS) has been a comprehensive effort to provide data on wages, costs, and benefits, all within one survey program. NCS outputs include the Employment Cost Index (ECI), which measures the change in employer costs for wages, salaries, and benefits; and the Employer Costs for Employee Compensation (ECEC), which measures the average employer cost per employee hour worked for wages, salaries, and benefits. Both ECI and ECEC are published quarterly.[1] The NCS of Occupational Wages in the United States provides earnings data in a variety of occupations in different metropolitan areas nationwide, a few nonmetropolitan counties, nine census divisions, and for the Nation as a whole.[2]

The NCS also provides data on the incidence and detailed provisions for medical, dental, and vision care; private retirement plans; and other benefits for employees in all sizes of establishments.[3] A major goal of the NCS is to produce data linking information on benefit plan details to wages and employer benefit plan costs. The forerunner of the NCS benefits portion was the Employee Benefits Survey (EBS). Before the advent of the NCS, the EBS had provided data on the incidence and detailed provisions of selected benefits for different sectors of the economy in alternating years. Medium and large private establishments—those establishments of 100 workers or more—were studied in odd years; small private establishments—those establishments of fewer than 100 workers—and State and local governments were studied in even years.[4] Exhibit 1 shows the transition from the EBS to the NCS. The series of articles appearing in this issue of the *Monthly Labor Review* cover a broad spectrum of topics highlighting the NCS benefits products.

The benefits portion of the current NCS provides a wealth of data, primarily on health plans and retirement plans—defined benefits and defined contribution plans.[5] The 2003 survey also provides some new data, published for the first time. The major first-time outputs consist of the percentage of establishments that offer health insurance and retirement benefits; the percentage of workers that are offered health insurance, retirement benefits, life insurance, short-term disability insurance, and long-term disability insurance; and the percentage of total medical premiums paid by employers and employees. These outputs are tabulated by various types of worker and establishment characteristics. The worker characteristics include types of occupations, union status, full-time and part-time status, and wage rates of less than $15 and of $15 or more. The establishment charac-

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Exhibit 1. Transition from the Employee Benefits Survey to the National Compensation Survey (NCS)

Year	Coverage	Publication and products	New NCS outputs
1996–98	All employees in private establishments and State and local governments	*Employee Benefits in Small Private Establishments, 1996* *Employee Benefits in Medium and Large Private Establishments, 1997* *Employee Benefits in State and Local Governments, 1998* Incidence and detailed provisions for health insurance; retirement benefits; other insurance benefits; paid leave; and incidence of coverage for emerging benefits	Not applicable
1999	All employees in the private sector	*Employee Benefits in Private Industry, 1999* Incidence of coverage for health insurance; retirement benefits; other insurance benefits; paid leave and emerging benefits; and employee contributions for medical insurance	Data are tabulated by various worker and establishment characteristics such as occupations, union status, full-time and part-time status, size of establishment, geographic region, goods producing and service producing industries, all within one table
2000	All employees in the private sector	*National Compensation Survey: Employee Benefits in Private Industry in the United States, 2000* Incidence and detailed provisions for health insurance and retirement benefits; and incidence of coverage for other insurance benefits, paid leave, and emerging benefits	The first NCS bulletin describing detailed provisions on health and retirement benefits
2003[1]	All employees in the private sector	*National Compensation Survey: Employee Benefits in Private Industry in the United States, 2003* Incidence and detailed provisions for health insurance; retirement benefits; other insurance benefits; paid leave; and incidence of coverage for emerging benefits	The major first-time outputs consist of: • the percentage of establishments offering health insurance and retirement benefits; • the percentage of workers that are offered health insurance, retirement benefits, and other insurance benefits; • the percentage of total medical premiums paid by employers and employees; and • characteristics of cash balance plans (a new type of defined benefits plan).

[1] Incidence data were based on the March 2003 reference period. The detailed provisions portion of the health and retirement benefits was based on data collected for calendar year 2002.

teristics include size of establishment, geographic region, and goods and service-producing industries.

Summary of the articles

The articles appearing in this issue of the *Review* use a variety of data obtained from the NCS as well as new data published for the first time in the 2003 NCS survey.

A main objective of the NCS is to keep abreast of current issues in the benefits area, and one of the hottest health insurance topics in recent years has been the cost and coverage of prescription drugs. The topic of prescription drug coverage for older Americans has moved into the forefront with the recent passage of a new Medicare bill. Elizabeth Dietz (pages 37–45) discusses trends in prescription drug coverage in employer-sponsored plans over the last decade, and demonstrates how prescription drug costs have risen in recent years for both employees and insurers. She also explains some of the increases in the percentage of workers covered by cost-containment measures in recent years; these measures have been instituted by insurers to combat the rise in prices for prescription drugs.

William Wiatrowski (pages 29–36) provides data on both health insurance plans and retirement plans. During the last decade, there has been a steady decline in the percentage of workers in the private sector covered by health insurance plans and a lesser decline in overall participation in retirement plans. Under retirement coverage, there has been a shift

from defined benefit plans to defined contribution plans. Possible factors that may have caused these shifts include changes in the industry mix and the cost of these benefits to the workers. Wiatrowski explores how some of these factors have affected the declines in benefit coverage for health and retirement plans.

Two articles address a number of new benefits outputs tabulated for the first time under the NCS in the 2003 survey. Carl Barsky (pages 21–28) looks at the percentage of both establishments that offer and workers who are offered health and retirement plans. The data highlight the relationship between the percentage of workers offered health and retirement benefits, and those actually participating in the plans—commonly known as the "take-up rate." The comparison between workers offered and workers participating also is discussed for life insurance, long-term disability insurance, and short-term disability insurance. All of these tabulations are presented by various worker and establishment characteristics such as union status, size of establishment, geographic region, and so forth.

A broader view by Jordan Pfuntner (pages 6–20) covers all of the major new benefits data produced for the 2003 survey. In addition to the data on access and participation described by Barsky, this more comprehensive discussion presents information on the share of total medical premiums paid by employers and employees. Pfuntner also includes data on the characteristics of cash balance retirement plans.[6] He not only presents the major new survey outputs, but highlights the results of the data, discusses improvements from previously published data, and explains the limitations of the new outputs.

The ability to produce information linking benefit plan details to wages and benefit costs was a major impetus for launching the NCS. Michael Lettau (pages 46–50) presents some trial estimates on health insurance, tying the provisions of benefit plans to their cost and to the wage levels of workers. These new estimates include employer cost by the type of plan offered; employer and employee share for the cost of the coverage; and participation rates by wage level of the workers.

THE GOAL of the National Compensation Survey is to provide a comprehensive set of data under one umbrella survey program. By having wages, employer costs for benefits, and details of benefit plans within one program, there is now the ability to link those outputs to produce more extensive tabulations than in the past. Producing tabulations linking these different compensation measures has always been a great source of interest to people working in the benefits area. The first of the linked products on the share of employee and employer medical premiums was tabulated in the 2003 survey. Other linked outputs are already in the NCS planning stage. As mentioned earlier, Michael Lettau presents trial estimates for health insurance, relating benefit plan characteristics to employer costs and employee wages. Along the same lines, linking employer costs and wage levels to various types of retirement benefit features is a potential area of research.

This issue of the *Monthly Labor Review* provides a broad overview of the current benefits outputs under the National Compensation Survey. Some topics are very specific, such as trends in prescription drugs; some are very broad, such as an overview of the new benefits data available for the first time in the 2003 survey. □

Notes

[1] Additional information about the ECI and ECEC is on the Internet at **http://www.bls.gov/ncs/ect/home.htm**

[2] Additional information about the NCS of Occupational Wages in the United States is on the Internet at **http://www.bls.gov/ncs/ocs/home.htm**

[3] When fully implemented, the NCS will include State and local governments of all sizes. Addjtional information about the NCS benefits survey is on the Internet at **http://www.bls.gov/ncs/ebs/home.htm**

[4] For a more detailed description of the Employee Benefits Survey, see Allan Blostin, "An Overview of the EBS and NCS," *Compensation and Working Conditions*, spring 1999, pp. 2–5.

[5] Incidence data and medical premiums were based on the March 2003 reference period. Detailed provisions for health and retirement benefits were based on data collected for calendar year 2002.

[6] For a more detailed description of cash balance plans, see Kenneth R. Elliott and James H. Moore, Jr., "Cash Balance Pension Plans: The New Wave," *Compensation and Working Conditions*, summer 2000, pp. 3–11.

New benefits data from the National Compensation Survey

Private establishments with 100 or more workers were much more likely than small establishments to offer medical insurance and retirement benefits in 2003; this information comes from new National Compensation Survey data on employee benefit plan coverage and plan details

Jordan Pfuntner

One of the greatest challenges a statistical agency faces is keeping up to date with developments in the economy and with the evolving information needs of the agency's customers. In addition to resuming a regular program of reports on the incidence and characteristics of employee benefits plans, the 2003 National Compensation Survey (NCS) employee benefits publications introduced a variety of new data tabulations. These new data items range from information on the percentage of establishments offering major types of benefits to their employees and the percentage of total medical premiums paid by employers and employees, to tabulations that link benefit plan coverage to workers' wages, to new details on such topics as the types of bonuses offered employees, employer contributions to cash balance pension plans, and orthodontic coverage for dependents of employees.

The new tabulations stem from several sources. First, employee compensation programs have long been a dynamic part of our economy. Wages and salaries, on the one hand, and employee benefit packages, on the other, evolve in response to a variety of pressures and needs. Employers seek competitive advantage in recruiting and retaining employees, while at the same time trying to control labor costs. Some compensation programs follow trends in collective bargaining; others reflect prevailing practices in an industry or among associated employers. Employee benefit plans are rewritten to meet legal or regulatory mandates. Second, customer requests have impelled the Bureau of Labor Statistics to introduce many new data tabulations. In some cases, these data focus on new elements of the compensation package; in other cases, the tabulations highlight fresh perspectives on employee compensation. Third, some of the new items result from a central goal of the NCS: to combine in a single place all of the data that were formerly collected and stored in several separate survey programs.[1] This integration of separate programs into one makes possible, for the first time, comparisons that look across the various forms of employee compensation data.

This article (1) briefly describes each of the new benefit data items, (2) reviews the 2003 survey findings, and (3) provides additional information to help place the new data in context. Included are definitions and, in some cases, calculational procedures. Finally, the article discusses limitations that should be considered in using the new data. An appendix at the end offers a glossary of technical terms.

New counts of benefits coverage

Most of the benefits data traditionally produced by the NCS and its predecessor surveys have come in three forms: a dollars-and-cents measure of the cost to employers of providing benefit plans to their employees (cost-level data), changes in employer costs over time (cost-trend data), and a measure of the number or proportion of employees who receive benefit plans (counting data). In response to requests from users, the NCS benefits program offers new counting measures that afford additional perspectives on benefit plan coverage

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beyond those published in earlier surveys. The NCS also provides a new measure of employer cost, described later in the article.

Establishment counts. Traditionally, the NCS has provided counts of *employees*. In response to customer requests, the 2003 private-industry survey published direct measures of the proportion of *establishments* that offered major benefit plans to their employees.[2] The survey found, for example, that 47 percent of establishments offered retirement benefits to their employees, but that offerings differed sharply by the size of establishments.[3] For example, 45 percent of small establishments (those with fewer than 100 workers) offered retirement benefits, compared with 88 percent of larger establishments. The figures for health care benefits were similar, with 56 percent of small workplaces offering health insurance, compared with 95 percent of large establishments.[4] The overall figures are dominated by small establishments, because about 96 percent of private establishments have fewer than 100 employees. The division by employees is more even: small establishments employ about 54 percent of private-sector workers.[5]

Access and offerings. A second counting mechanism requested by users is a measure of the percentage of employees who are offered (or who have access to) retirement and insurance benefits.[6] Data on offerings and access show the proportion of employees who are *offered* a benefit, in contrast to the traditional count used in the survey, namely, *participation*, which indicates the number or percentage of employees covered by a benefit plan. The reason for collecting data on access is that some users—for example, policymakers—are interested in knowing not only how many employees actually have medical insurance, but also how many employers offer, and how many employees are offered, such insurance.[7]

The two counts (access and participation) can be combined to yield a third measure, the *takeup rate*, which shows the proportion of workers offered a benefit who participate in that benefit. For example, the 2003 survey showed that 57 percent of workers had access to (or were offered) retirement benefits, and 49 percent were participants in a retirement plan, for a takeup rate of 86 percent (49 divided by 57). In contrast, medical care benefits had a lower takeup rate of 75 percent, with 60 percent of workers having access, but only 45 percent participating.[8]

New breakouts of benefits coverage data

The new NCS database on benefits features a standard set of breakouts that provides additional information on coverage by both worker and establishment characteristics. Over the next 4 years, the sample devoted to publishing data on benefits coverage will gradually increase from the 2003 figure of 2,900 establishments to approximately 13,000. As the sample increases, additional breakouts may be published. Exhibit 1 shows the standard presentation of benefits coverage data. This article focuses on those breakouts which are new to the survey.

Establishment characteristics. The 2003 survey presents data for the first time for both metropolitan and nonmetropolitan areas and for the nine Census divisions. About 6 out of 7 employees were located in metropolitan area workplaces,[9] which were somewhat more likely to provide the major types of employee benefits than their nonmetropolitan area counterparts were, but the differences were not pronounced.[10]

Using the Census Bureau's classification scheme, NCS analysts divided the country, State by State, into nine divisions.[11] The divisions varied widely in employment size. The smallest divisions were the New England, East South Central, and Mountain divisions, with about 5 percent or 6 percent apiece of the total employment covered by the survey. The largest division, the East North Central division, had nearly 20 percent of the country's employees. There were some notable differences in benefit offerings and participation among divisions. For example, 76 percent of workers in the Middle Atlantic division participated in a short-term disability benefits plan, double the percentage in any other division. This difference is largely attributable to State laws in New York and New Jersey that require most private employers to provide such coverage to their employees.

Worker characteristics. In addition to classifying employers by various characteristics, the survey classifies employees into several categories, depending upon their occupation, work schedule, and union status. The first category, occupation, is changed in the 2003 survey.

For publication purposes, the survey grouped workers into three broad occupations: white collar, blue collar, and service. This new grouping allows for better comparisons with other NCS survey outputs. Exhibit 2 shows how the new groups compare against the three categories used in earlier private-industry benefit surveys. From this exhibit, it can be seen that the new white-collar group combines two former categories: the "professional, technical, executive, administrative, and management" group and the "clerical and sales" group. In contrast, the new blue-collar and service groups represent a split into two of what was a single occupational group ("blue collar and service") in previous surveys.

In 2003, half of workers were in white-collar occupations, one-third were in blue-collar jobs, and about one-fifth were in service occupations. As regards the major types of benefits studied, white-collar and blue-collar workers generally had similar rates of offerings and incidence, but lower rates applied to service workers. For example, 50 percent of white-

Exhibit 1. Standard breakouts for data on benefits coverage in the National Compensation Survey (NCS), 2003

Worker characteristics	Establishment characteristics	Geographic areas
White-collar occupations	Goods-producing industry	Metropolitan areas
Blue-collar occupations	Service-producing industry	Nonmetropolitan areas
Service occupations		
Full time	1–99 workers	New England
Part time	100 workers or more	Middle Atlantic
		East North Central
		West North Central
Union		South Atlantic
Nonunion		East South Central
		West South Central
Average wage less than $15 per hour		Mountain
Average wage $15 per hour or higher		Pacific

Occupations. The 2003 NCS benefits survey was tabulated with the use of an occupational classification scheme based upon the 1990 Census. In the next few years, data on the incidence of benefits and provisions will be converted to the 2000 Standard Occupational Classification (SOC) system.

Industry. The 2003 NCS benefits survey was tabulated with the use of the 1987 Standard Industrial Classification system. In the next few years, the tabulations will be switched to the North American Industry Classification System (NAICS).

Geography. The 2003 NCS benefits survey was drawn from a sample of geographic areas based upon metropolitan area definitions prescribed by the Office of Management and Budget (OMB) in 1994. In the next few years, the NCS will draw a new sample of areas, based upon OMB 2004 definitions.

collar workers and 51 percent of blue-collar workers participated in medical care plans, whereas 22 percent of service workers had such coverage.

These occupational groups, however, will be used only in the near future. Just as the survey's geographic classifications will be changing, the survey's publications will switch to a new occupational system in the next few years. The 2003 survey results have been tallied according to a scheme developed for the 1990 Census: the new system is the 2000 Standard Occupational Classification system. (The survey will also switch from the 1987 Standard Industrial Classification system to the North American Industry Classification System.)[12]

The NCS also captures information on other worker characteristics, including whether the worker's wages are paid strictly on the basis of time worked or whether the wages include an incentive component that varies directly with the worker's or the worker's group's production. Primarily for wage publication purposes, the survey also classifies workers into detailed occupations, as well as by the level of their job duties and responsibilities, including whether they have a supervisory role. With the exception of a few tallies shown later in the article, the 2003 survey did not publish benefit coverage rates by these characteristics, so they may be an area for research and exploration in the future.

Coverage by wage levels

A data series introduced in the 2003 survey relates the incidence of benefits to the average wage earned by workers. This ability to relate wages to benefits is a consequence of melding separate compensation surveys into a single, unified NCS program. In the past, data on incidence and provisions were stored in databases that were separate from the database on wages and could not be combined.

In the NCS, data are collected for a sample of jobs in each establishment surveyed. Individual wage rates are collected for each worker in each job. (Jobs are classified into detailed occupations and job levels.) In contrast, NCS benefits data are collected and stored only for each selected job overall, rather than for each of the individual workers separately. Thus, information on wages and benefit plans cannot be matched to individual workers.

The survey can, however, relate summary measures of each selected job's wages and benefits coverage. For the 2003 survey, the average wage of all workers employed in the selected job was chosen as the summary measure. The jobs sampled in the survey were divided into two wage categories: those paying an average of less than $15 an hour and those paying an average of $15 an hour or more. The $15 figure was chosen because it was the closest multiple of $5 to the national median wage in private industry; in the 2003 benefits survey,

Exhibit 2. Occupational groups used for data on benefits coverage in the National Compensation Survey (NCS), 1990–2003

Occupational groups	Professional and technical	Management	Sales	Clerical	Craft	Machine operatives	Transportation	Laborer	Service
Used in 2003									
White collar	Yes	Yes	Yes	Yes	No	No	No	No	No
Blue collar	No	No	No	No	Yes	Yes	Yes	Yes	No
Service	No	No	No	No	No	No	No	No	Yes
Used from 1990 to 2000									
Professional, technical, executive, administrative, and managerial	Yes	Yes	No	No	No	No	No	No	No
Clerical and sales	No	No	Yes	Yes	No	No	No	No	No
Blue collar and service	No	No	No	No	Yes	Yes	Yes	Yes	Yes

three-fifths of workers were in the lower paid group and two-fifths were in the higher paid category.[13]

The 2003 survey revealed that workers in higher paid occupations were much more likely to be offered, and to receive, employee benefits than were their lower paid counterparts. In the higher paid category, 70 percent of employees had a retirement plan and 61 percent had medical coverage. In contrast, 35 percent of workers in lower paid occupations had a retirement plan and 35 percent had medical coverage.

Several cautions apply to the use of the foregoing data. Although data collection procedures generally dictate that a homogeneous group of workers will be included in a job selected for the survey,[14] there can still be considerable variability in the wages paid to workers in the selected jobs. To help readers gauge how widely dispersed wage rates within establishment jobs can be, table 1 looks at the jobs selected for the survey in private-industry establishments in 2003. For each establishment job, the percent difference between the highest paid worker and the lowest paid worker was calculated. For example, if the company job of division cost accountant was selected in the survey and hourly wages for incumbents ranged from $14 to $30, the spread would be calculated as 114 percent ($30 divided by $14 and then translated into a percentage). It is important to note that the table displays information only on the wage ranges found within the establishments surveyed; unlike the other statistics presented in this article, the data are not weighted to represent private industry.[15] In addition, as noted earlier, differences in the incidence of benefits by wage level could be affected by other factors, such as the mix of industries, occupations, unionization, and geographic locations.

Across all of the private-industry jobs selected in the NCS in 2003, about 95 percent of workers were in jobs in which wage rates varied. (The remaining workers were in jobs with a single incumbent or in which the same wage was paid to all incumbents.) The average difference between the highest and lowest wage rates within establishment jobs was 42 percent. Among the major occupational groups with blue-collar and service jobs, the average differences were in the 30- to 35-percent range. Major occupational groups with white-collar jobs exhibited more variation, ranging from a 40-percent difference in technical occupations to a 96-percent difference in sales occupations. The lower portion of the table shows selected highly populated occupations.

The table also presents wage spreads arrayed by the average wage of incumbents in the establishment job. Higher paid white-collar jobs generally had greater differences than did lower paid jobs. Establishment jobs paying within a dollar per hour of the survey tabulation point of $15 per hour (the $14-to-$16 column of the table) averaged a 36-percent spread. Thus, it is evident that, in many cases, workers paid $15 or more an hour are in company jobs averaging less than $15, and vice versa.

Another limitation to bear in mind is that, as noted earlier, the survey does not relate the wages of individual workers to the profile of employee benefit plans that they are offered or receive. (Collecting data that match individual wages to individual benefit profiles would yield the richest database of information, but earlier investigations by the Bureau revealed that the burden on survey respondents would preclude the use of this collection protocol.) Rather, the survey allows only for matching the average wage (or some other summary measure) of the workers in the selected job to the overall benefit profile of the workers in that same job. Exhibit 3, which shows how average employee medical contributions compare against wage rates, illustrates this particular limitation of the survey data. The exhibit

presupposes that a company offers two medical care plans to employees in the two selected jobs: division cost accountant and janitor. Medical Plan A costs employees a monthly premium of $50 for single coverage, while Plan B costs $100. Also, 80 percent of the accountants (a job averaging more than $15 an hour) participate in a medical insurance plan, and the average contribution of the participants is $93.75 per month. The janitor job (which averages less than $15 per hour) has a 60-percent participation rate and an average participant contribution of $66.67 per month.

The averages appear to indicate that the higher paid workers are more likely to participate in a medical insurance plan and that they gravitate toward the more costly Plan B. However, because the survey does not record the individual choices of workers, it is unknown which workers chose Plan A and which chose Plan B. For example, it is unknown whether the highest-paid janitor (at $16 per hour) selected Plan A, selected Plan B, or declined coverage. Similarly, it is unknown what the newly hired cost accountant (at $14 per hour) decided with regard to medical coverage. Thus, in this example, it is possible that some workers who were paid $15 or more per hour selected the lower premium plan and that some who were paid less than $15 per hour chose the higher plan.

New data elements

To stay up to date with developments in employee compensation, and to respond to customer requests, the 2003 survey introduced several new data elements or additional details about existing data elements. This new information included more details on cash bonuses, deductibles and coinsurance rates in medical insurance plans, orthodontic care, cash balance pension plans, savings-and-thrift plans, and money purchase pension plans. In addition, the survey expanded the breakouts published on benefit plan provisions to include more establishment and employee characteristics.

Table 1. Wage dispersion within establishment jobs, private industry, National Compensation Survey (NCS), 2003

Major occupational group or selected occupation	Percent of workers in jobs with more than one wage rate	Percent spread by which the highest-paid worker's wage exceeded that of the lowest-paid worker							
		Mean spread for all workers	Mean hourly wage of the occupation						
			Less than $7	$7 to $9	$9.01 to $13.99	$14 to $16	$16.01 to $20	$20.01 to $30	More than $30
All workers	95	42	30	35	39	36	36	40	75
Major occupational group									
Professional	98	50	22	37	34	35	34	46	67
Technical	93	40	30	27	47	35	39	37	43
Sales	96	96	42	47	70	93	114	129	469
Clerical and administrative support	97	36	23	31	37	36	35	31	34
Precision production, craft, and repair	85	30	34	33	37	35	31	23	23
Machine operators, assemblers, and inspectors	92	29	41	34	34	26	22	20	19
Transportation and material moving	91	35	27	30	31	33	36	41	112
Handlers, equipment cleaners, helpers, and laborers	90	34	24	33	39	32	30	27	59
Service	95	35	28	32	37	33	34	35	68
Selected occupations									
Accountants and auditors	93	31	—	—	34	24	32	31	31
Assemblers	96	34	127	35	38	27	22	25	9
Automobile mechanics	93	87	—	16	92	52	81	103	206
Bookkeepers, accounting, and auditing clerks	92	28	—	19	28	31	28	19	—
Carpenters	71	31	—	28	36	41	32	18	17
Cashiers	96	40	31	44	43	33	22	13	—
Computer systems analysts and scientists	99	48	—	—	23	32	37	44	51
Janitors, porters, and cleaners	93	36	33	37	39	33	31	14	—
Marketing, advertising, and public relations managers	82	38	—	—	2	57	39	49	34
Registered nurses	99	39	—	—	26	28	28	41	38

Dash indicates no employees in category or data did not meet publication standards.

Exhibit 3 Hourly wages and average employee medical contributions, National Compensation Survey (NCS)

Company job and number of employees	Hourly wages	Plan A selections ($50 monthly employee contribution)	Plan B selections ($100 monthly employee contribution)	Declined coverage	Average monthly employee contribution for those participating in a medical plan
Division cost accountant (10)	The average wage is $23.40; 2 employees are paid the highest wage of $30, one worker (a new hire) the lowest wage of $14.	One selects Plan A.	Seven select Plan B.	Two decline coverage.	$93.75
Janitor (5)	The average wage is $11.20; 1 employee is paid $16 at the top of the range, the other employees between $8 and $12.	Two select Plan A.	One selects Plan B.	Two decline coverage.	$66.67

Cash bonuses. Previous surveys published information only on the overall incidence of cash bonuses. The 2003 survey expands the information by providing details on the prevalence of bonuses by the type of bonus. This expanded information is an outgrowth of research conducted over the last few years into "variable pay" and other types of pay supplements. The goal of the research was to keep the NCS measures up to date with developments in employee compensation. One of the project's findings was that data users needed more details about the types of cash payments made to employees, in addition to information on the straight-time wages and salaries that was traditionally published in the BLS survey.[16]

As a first step in meeting the research goal, the 2003 survey published information on the proportion of employees with access to various types of nonproduction bonuses, defined as cash payments that are not directly geared to individual or group production.[17] The survey findings showed that 49 percent of employees were offered bonuses—a percentage similar to the 48 percent reported in the 2000 survey. About half of white- and blue-collar workers had bonus plans, compared with a third of service workers. Similarly, full-time workers and workers in jobs that averaged $15 or more an hour were more likely to have plans than were part-time workers or workers in jobs that averaged less than $15 an hour.

The new data on types of bonuses revealed that the most common bonuses were end-of-year and holiday bonuses, offered to 12 percent and 10 percent of employees, respectively. About 5 percent to 8 percent of employees were offered cash profit-sharing, referral, and employee recognition bonuses; and less than 5 percent of employees were offered other, separately identified types of bonus plans. Differences, however, were not so pronounced in offering rates among establishments and employees. For example, end-of-year bonuses were offered to 13 percent of white- and blue-collar workers and 8 percent of service workers.

Table 2 provides information on two bonus characteristics tabulated for the first time in this article: whether the establishment was in business for profit or not for profit, and whether employees were paid wages strictly on the basis of hours worked (time-based pay) or had all or a portion of their wages tied to individual or group production (incentive-based pay). About 1 in 10 employees were in nonprofit establishments, and the overall *incidence* of bonuses was essentially the same for profit (49 percent of workers) and nonprofit (47 percent) employers. However, the *types* of bonuses offered to employees differed by profit status. In profit-seeking workplaces, end-of-year and holiday bonuses were the most prevalent types. Among nonprofit employers, employee recognition and referral bonuses occurred most often.

About 5 percent of workers were paid on an incentive basis. Here, too, there was essentially no difference in the overall incidence of bonuses for incentive-paid (51 percent) and time-paid (49 percent) workers. In addition, the incidence of the various types of bonuses differed little between the two types of wage payment plans.[18]

It is important to note that these data show the proportion of employees with *access* to bonuses, which is not the actual number of employees *receiving* such bonuses. For example, if an employee in the selected job of chemist worked in an

Table 2. Percent of workers with access to nonproduction bonuses, by type of bonus and selected characteristics, private industry, National Compensation Survey (NCS), 2003

Type of bonus	All workers	Profit establishments	Nonprofit establishments	Time-based pay	Incentive-based pay
Overall access	49	49	47	49	51
Attendance	3	3	2	3	4
Employee recognition	5	4	10	5	1
End of year	12	12	7	12	12
Holiday	10	10	7	9	12
Payment in lieu of other benefits	4	4	8	4	6
Safety	2	2	[1]	1	4
Suggestion	1	1	–	1	6
Hiring	2	2	3	2	2
Longevity	2	1	2	2	2
Referral	8	7	13	8	8
Retention	1	1	1	1	[1]
Management incentive	2	2	[1]	2	[1]
Cash profit sharing	5	6	–	5	5
Union related	[1]	[1]	[1]	[1]	–
Other bonus	5	5	3	5	7

[1] Less than half of 1 percent.

NOTE: See appendix for definitions of terms. The overall incidence of bonuses is less than the sum of the individual types of bonuses, because some employees received more than one type of bonus. Dash indicates no employees in this category or data did not meet publication standards. This table does not show data separately for 0.2 percent of employees in establishments for which the profit or nonprofit classification could not be determined.

establishment that granted a bonus to chemists with perfect attendance for the year, the employee would be counted as having access to an attendance bonus, regardless of whether he or she achieved perfect attendance and received such a bonus in the latest year.

Information on the amounts of the bonuses by type was not published in the 2003 survey. However, data published in the quarterly Employer Costs for Employee Compensation (ECEC) series show that nonproduction bonuses as a whole cost private employers $0.33 per employee hour worked in March 2003, accounting for 1.5 percent of total compensation. Costs were higher for white-collar workers ($0.53 per employee hour) than for blue-collar workers ($0.17) and service workers ($0.06). In 1986, the first year for which these data were published, bonuses cost private employers $0.10 per employee hour worked, accounting for 0.7 percent of compensation.

Stock options. With continuing public interest in stock options, the Bureau added them back into the survey in 2003. The former Employee Benefits Survey had tracked the incidence of stock options from 1985 to 1994, but the benefit was dropped from the survey in 1995 because its incidence was low: less than one-half of 1 percent of full-time private-industry employees had a stock option plan in 1993–94. The 2003 results revealed that 11 percent of all employees (13 percent of full-time employees) had access to stock options. White-collar workers (16 percent) were more likely to have a stock option plan than their blue-collar (7 percent) or service (2 percent) worker counterparts. As with benefit plans generally, workers in occupations averaging $15 an hour or more were more likely to have stock option plans (18 percent) than were workers in jobs that paid less than $15 per hour (6 percent). Similarly, workers in establishments with 100 or more employees were more apt to have a stock option plan (18 percent) than were their counterparts in smaller establishments (6 percent).

The 2003 results cannot be compared with a special study that the Bureau conducted of 1999 stock options. The study found that 1.7 percent of employees received a grant that year.[19] The study was limited to instances in which a stock option was granted during 1999; thus, if employees had a stock option plan, but no grant was awarded in 1999, they would not be counted as receiving a grant. In contrast, the 2003 survey asked whether employees had a stock option plan, regardless of whether an option was granted that year.

Employer-provided personal computers. Since 1980, the benefits survey has asked about the availability of a variety of emerging or "other" benefits and has changed the list of benefits from year to year to follow developments in the field. In 1980, the survey published information on the availability of employee discounts, relocation allowances, in-house infirmaries, subsidized meals, and company-provided automobiles, among other benefits. Twenty years later, the

roster of "other benefits" had changed dramatically, dropping discounts, relocation allowances, infirmaries, subsidized meals, and company automobiles and adding adoption assistance, long-term care insurance, flexible workplaces, and wellness programs. An item added in 2003 was employer-provided home personal computers, to which the survey showed that 2 percent of employees had access that year.

New detailed data on plan provisions

The NCS conducts a detailed analysis of plan provisions for three major employee benefits: health insurance, defined benefit pensions, and defined contribution plans. Because that analysis is voluminous and complex, the survey uses a data collection technique different from the one it employs for the other data elements studied. For the three major employee benefits, BLS field economists collect documents, such as summary plan descriptions, benefit plan brochures, and employee handbooks, that describe plan provisions in detail.[20] Whereas the other data elements are updated as of a common reference point—March 2003 in this instance—the plan documents are collected only at the time the sample establishment is first brought into the survey. For the 2003 survey, this data collection period was from December 2001 to April 2003, with an average reference date of 2002. This difference in data collection methods is employed to conserve BLS resources and to reduce the burden imposed on respondents for participating in the survey. For the remainder of this article, tabulations derived from these detailed plan documents are referred to as "2002–03" survey tabulations or estimates.

New data breakouts

The 2002–03 tabulations feature more data breakouts of detailed plan provisions than were attempted in the past, when data were shown only for three broad occupational groups. The new breakouts vary by tabulation. Full details are provided for a few tables that present a general picture of the benefit; limited details are provided for the majority of tables, which present information on a particular feature of a benefit. In the following list, the limited breakouts are printed in italics:

- *Occupational group: white collar, blue collar, and service*
- Work schedule: full time, part time
- *Unionization: union, nonunion*
- Average wage: Less than $15 per hour, $15 an hour or more[21]
- *Industry: goods producing, service producing*
- *Establishment size: fewer than 100 workers, 100 workers or more*
- Geographic areas: metropolitan or nonmetropolitan, nine Census divisions.

The purpose of introducing these new breakouts is to provide more information on segments of the private economy in response to customer requests.

Medical insurance

Depicting how employer-sponsored plans pay for medical services is complicated by broad-scale innovations in medical plan design. Over the years, what were once reasonably clear distinctions among medical plans have been blurred by the creation of hybrid plans—plans which combine features that formerly were mutually exclusive. For example, the survey originally defined health maintenance organizations (HMO's) as plans that provided medical services in return for prepaid fees and that required subscribers to seek services only from health care professionals or institutions belonging to the plan. However, in recent years, many HMO's have offered a "point-of-service" option, which allows subscribers to seek services outside of the plan. The 2002–03 tabulations show that one-third of HMO subscribers were in plans with a point-of-service feature. In recognition of these new types of plans, the NCS benefits survey now calls such plans "prepaid plans" rather than HMO's. (See the appendix for definitions.)

Similarly, some preferred provider organizations (PPO's), while still paying for services outside the network, have required subscribers to apply for services through a primary care physician—a control feature formerly unique to HMO's. In 2002–03, about one-fifth of PPO participants were in such plans. Acknowledging the evolution of these hybrid plans, the NCS benefits survey now calls all forms of PPO's "indemnity in and out of network" plans.

To accommodate these basic changes in medical plan design, the NCS benefits survey introduced a new nomenclature with the 2002–03 tabulations. Exhibit 4 compares the 2000 survey terminology with the new terms.

Incentives to use network providers. To keep pace with developments in medical insurance, the survey introduced several new tabulations focusing on subscriber incentives. Over the last 20 years, with the rise of "indemnity in and out of network" plans, medical insurance plans have evolved to include a variety of incentives to encourage health care subscribers to seek care from designated providers.[22] Among these incentives are various ways of requiring subscribers to pay more for medical services sought from providers who are not designated as part of the plan's network of preferred providers. Because plan payments may vary with whether a network or "out of network"

Exhibit 4. New National Compensation Survey (NCS) terms for major types of medical care plans

2000 survey terms	2003 survey terms	Types of plans included, using 2000 survey terms
Non-health maintenance organizations:	Indemnity plans:	All plans except health maintenance organizations—traditional fee-for-service plans, preferred provider organizations, and exclusive provider organizations:
Preferred provider organizations	Indemnity in and out of network, without primary care physician	Preferred provider organizations that do not require subscribers to seek services through a primary care physician
	Indemnity in and out of network, with primary care physician	Preferred provider organizations with a primary care physician
Traditional fee-for-service plans	Traditional indemnity	Traditional fee-for-service plans
Exclusive provider organizations	Other indemnity	Exclusive provider organizations
Health maintenance organizations	Prepaid plans:	Health maintenance organizations:
	Prepaid in network only	Without point-of-service features
	Prepaid in and out of network	With point-of-service features

provider is used, survey tabulations that look solely at provisions applying only inside the network are presenting just a part of the picture. Two new tabulations make it easier to discern differences between inside- and outside-of-network payments.

One new table focuses on comparing how the various types of indemnity plans assess deductibles, depending on whether the participant seeks services inside or outside of the network. The survey data showed that 4 in 10 participants in indemnity in- and out-of-network plans had to pay higher deductibles for out-of-network services. When such a condition was imposed, a difference of $200–$399 applied to nearly six-tenths of the participants, with one-third subject to deductibles that were $400 higher or more if they used out-of-network providers. The average difference in deductibles was $375.

Similarly, indemnity plans often impose a different coinsurance rate for services sought inside the network than for those sought from providers outside the network. In earlier years, the survey had published data showing the coinsurance rates for inside and outside the network services—for example, 90 percent inside the network and 70 percent outside the network, a difference of 20 percentage points. Because there were numerous variations in rates, however, many medical care plans ended up being tallied in an "other" category wherein the difference in rates could not be ascertained by data users. The new tables directly show the differences in coinsurance amounts and provide information on all the plans studied. For readers who wish to see the coinsurance rates prevailing when services are sought inside the network, the survey continues to publish a table of coinsurance rates.

The new survey tabulations indicate that different coinsurance rates were more common than different deductibles. More than 8 in 10 participants in indemnity in-and-out-of-network plans were reimbursed a lower coinsurance rate for services sought outside the network. The most common difference was 20 percentage points, applying to about 6 in 10 participants subject to different rates. Differences of greater than 20 percentage points applied to about one-quarter of participants, while 10-percentage-point differences applied to about one-sixth. The average difference was 22 percentage points.

Dental insurance. New survey tabulations on orthodontic care distinguish between coverage for employees and coverage for dependents. (Previous surveys had not made this distinction.) The reason for adding these details is that dental plans sometimes "have lifetime dollar limits for employees that are different from the comparable limits for employee dependents."[23] The current survey revealed that a majority of participants were in plans that covered only dependents. In plans in which both employees and dependents were covered, however, maximum payments were the same for dependents and employees for about 9 out of 10 participants.

Retirement plans

Just as medical care plans have evolved, so have retirement plans changed dramatically over the years examined by the BLS benefits survey. Since the previous benefits survey was established 25 years ago, new types of retirement plans have been created and retirement plan provisions have changed dramatically in response to changes in the law, to broad-based

economic and societal changes, and to employer efforts to encourage workers to save toward their retirement. The 2002–03 tabulations bear the marks of many of these changes.

Cash balance plans. First studied by the survey in the late 1980s, cash balance plans have grown in prominence. In 1988, these plans covered 1 percent of full-time workers with defined benefit pension plans in private establishments with 100 or more employees; by 2002–03, about 1 in 5 defined benefit pension participants had a cash balance plan.[24] In a cash balance plan, the employer specifies a contribution and a rate of interest on that contribution which together will provide a predetermined amount at retirement; benefits are computed as a percentage of each employee's account balance.[25] With the rise of these plans, it is now possible to publish, as a regular survey output, information on the details of the employer's contributions.

The survey found that the most common means of setting employer contribution rates was on a sliding scale based upon the employee's age or length of service with the firm (or both); plans such as these applied to slightly more than half of cash balance plan participants.[26] About one-fifth of participants were in plans that set the employer's contribution as a flat percentage of the employee's earnings; another fifth were in plans in which the percentage varied by the level of the employee's earnings. Among flat-percent plans, the average employer contribution was 4 percent.

The survey also examined policies for setting interest rates on account balances. Rates were tied to U.S. Government securities for two-fifths of participants, and a flat percentage was designated for one-third of participants. (Information on interest rates was not available for just under one-quarter of participants.)

Automatic enrollment in savings-and-thrift plans. Savings-and-thrift plans are the most commonly found type of defined contribution plan in private industry. In such plans, employees contribute a predetermined portion of their earnings to a retirement account, and all or some of their contribution is matched by the employer. A frequently observed provision allows employees to contribute up to 15 percent of their earnings, with the employer matching 50 percent of the employee's contribution on the first 6 percent of earnings. Under this kind of provision, for example, an employee who contributes 10 percent of his or her earnings would receive an employer contribution of 3 percent (half of 6 percent).

In recent years, there has been much discussion of the importance of employees providing for their retirement by taking full advantage of employer-provided savings-and-thrift plans. One means advocated for encouraging employee participation is the use of automatic enrollment provisions, wherein employees have to opt out in order not to be covered.[27] A new survey table shows that these enrollment features are included in plans for 5 percent of participants in savings-and-thrift plans. Among these plans, the average default contribution was 2 percent.

Employer contributions to money purchase plans. In money purchase pension plans, which covered 1 in 10 defined contribution plan participants in 2002–03, the employer makes a designated contribution, typically a percentage of the employee's earnings, to an individual employee account. Because these plans now cover about 3 million employees in private industry, the NCS survey is able to publish information on how much employers contribute to such plans. Half the participants were in money purchase plans in which the employer contributed a fixed percentage of the worker's earnings. Among fixed-percent plans, the most common employer contribution was in the range from 3 percent to less than 6 percent of earnings.

New data on benefit plan costs and provisions

The survey consolidation that allowed the Bureau to tabulate benefit plan coverage by average wages has also allowed new data series that relate the costs employers incur for benefit plans to plan features. The first of these new series examines the premiums that employers and employees pay for medical care coverage.

Employer-employee share of medical premiums. Researchers and policymakers have expressed much interest in timely information on how employers share medical care costs with employees. In past surveys, however, the information on employer premiums was collected and stored separately from the data on employee contributions.[28] With unified data collection and storage, the NCS benefits survey added a tabulation that computes the employer and employee shares of medical care plan premiums. The survey tabulations reveal that employers bear about 80 percent or slightly more of the premiums for single coverage and 70 percent for family coverage.[29] In general, little or no differences were noted among the worker and establishment characteristics studied. For example, employers paid 81 percent of the single-coverage premiums for white-collar workers and 83 percent for their blue-collar counterparts; in terms of employment size, small establishments paid 81 percent, and medium and large establishments 82 percent, for single coverage.

In interpreting these data, it is important to understand how the proportions were calculated. First, all medical plan participants were included, so that the percentages reflect both cases where employees do not have to pay anything toward their coverage and cases where they are required to make a contribution. (Other tabulations, described shortly, focus on premiums in plans requiring employee contributions.) Second, the data include all medical plan participants in calculations of both single and family coverage. The calculations are not based

upon the actual selection made by employees toward their medical coverage. For example, in an occupation in which there are 5 single employees and 5 married employees participating in a medical plan, the calculations use all 10 employees in both single- and family-coverage computations.[30] Third, particularly as regards calculations of the employer and employee premium shares, about half of the data on premiums were not available from the sampled establishments and were imputed. Although the imputations had a small impact on most of the calculations of occupational and establishment characteristics, the relative paucity of directly collected premium data could impart a bias to the tabulations if the premiums for establishments that failed to provide data differed markedly from the premiums for establishments supplying data.

An important conceptual limitation to bear in mind is that the premiums do not translate directly into costs. Rather, the data tabulated in the 2003 NCS benefits survey reflect the premiums that are in effect at the time (during a quarter) that the data were collected. There are many reasons that total annual employer and employee costs differ from "point-in-time" premiums. For one, total costs reflect whether the employee has selected a single or a family option. Secondly, changes within the year also affect total costs. For example, premiums could change during the year, employees could select a different plan if "open season" arrives before the year's end, and employees could choose a different option if their marital or parental status changed within the year. Total employer costs also are affected by employee turnover during the year.[31] For all these reasons, data users should be cautious in comparing the new NCS data with other, aggregate measures of employer and employee costs.[32] Note that differences among aggregate measures can also stem from differences in survey coverage, in definitions of what is included in health insurance costs, and in the reference period of the data.

Because premiums do not necessarily equal costs, the NCS premiums data described here cannot be directly related to other NCS series that use employer cost data, such as the quarterly Employment Cost Index (ECI) or the ECEC. For example, the March 2003 release of the ECEC revealed that private-industry employers spent an average of $1.41 per employee hour worked on health insurance. The cost per employee hour worked, as calculated for the ECI and the ECEC, reflects costs for all types of health insurance—medical, dental, vision, and others—whereas the tabulations described in this article are limited to medical insurance. Another difference is that the 2003 ECI and ECEC data are derived from a larger sample of establishments than was used for the 2003 NCS benefits survey.[33] In addition, as noted earlier, the ECI and the ECEC use data on expenditures as well as data on premiums, whereas the tabulations described in this article are restricted to the latter.

Premiums per participant. Another request from data users is that the Bureau publish the cost of employee benefits per participant. Since 1987, through its ECEC series, the Bureau has published information on employer costs per employee hour worked for nearly two dozen major categories of benefits. The information was published annually through 2001 and has come out quarterly since 2002.[34] However, it is published on a per employee basis, because that is only way wage and benefit

Table 3. Average employer monthly premiums for medical care, by survey categories, private industry, National Compensation Survey (NCS), 2003

Category	Highest average premium per participant	Dollar amount	Lowest average premium per participant	Dollar amount	Percent difference between highest and lowest premium
Single coverage[1]					
Occupation	White collar	$215.98	Blue collar	$206.70	4
Work schedule	Full time	213.92	Part time	179.91	19
Unionization	Union	227.29	Nonunion	210.30	8
Average wage	$15 or more	219.75	Less than $15	204.07	8
Industry	Service producing	214.98	Goods producing	205.90	4
Establishment size	1–99 employees	214.33	100 employees or more	210.78	2
Geographic area	Nonmetropolitan	224.07	Metropolitan	210.44	6
Census division	Pacific	222.32	Mountain	194.40	14
Family coverage[2]					
Occupation	White Collar	506.84	Service	446.76	13
Work schedule	Full time	501.22	Part time	413.03	21
Unionization	Union	507.44	Nonunion	495.63	2
Average wage	$15 or more	513.46	Less than $15	478.75	7
Industry	Goods producing	520.17	Service producing	487.35	7
Establishment Size	100 or more employees	525.25	1–99 employees	459.96	14
Geographic area	Nonmetropolitan	510.23	Metropolitan	494.91	3
Census division	East North Central	522.46	Mountain	461.52	13

[1] Average premium for all participants = $212.31.
[2] Average premium for all participants = $497.02.

NOTE: This table includes workers in all medical insurance plans, both those requiring employee contributions and those paid for entirely by the employer.

Table 4. Employee medical care contributions and employer premiums for plans requiring employee contributions, private industry, National Compensation Survey (NCS), 2003

Average employee monthly contribution	Percent of participants	Average employer monthly premium
Single coverage		
Total	100	$202
Flat contribution	72	201
Less than $40	24	213
$40–$59.99	19	202
$60–79.99	14	202
$80 or more	15	182
Other type of contribution	28	204
Family coverage		
Total	100	482
Flat contribution	72	482
Less than $125	19	535
$125–$199.99	18	575
$200–$299.99	19	470
$300 or more	16	332
Other type of contribution	28	482

costs can be summed across employees. For a particular benefit, the ECEC calculations thus take into account employees without the benefit as well as employees with the benefit.

Some data users have requested a new calculation that would show employer costs per covered employee (or per participant), thus excluding employees who do not have the benefit plan in question. The melding of the formerly separate compensation programs into the single NCS program is intended to make these and similar survey estimates possible, and the Bureau is currently conducting research toward that end.[35] In advance of this research, the 2003 NCS benefits survey combined information on employer premiums for medical insurance with information on employee participation rates to compute an estimate of employer premiums per participant for medical insurance. For all medical plan participants, monthly employer contributions averaged $212 for single coverage and $497 for family coverage. Employer premiums were about 25 percent higher for plans in which no employee contribution was required, compared with plans in which employees were required to help pay for coverage. (Note that these tabulations of premiums per participant have most of the limitations described earlier regarding the data on employer and employee shares of medical premiums.)

Average employer premiums for single and family coverage did not vary markedly by the categories studied in the survey. Table 3 shows the spread between the highest and lowest average premiums for each of the eight establishment and occupational characteristics published in the survey.

The survey also linked employer premiums to the contributions that employees were required to make toward their medical coverage. Employer premiums differed widely by the level of employee contribution. To help discern patterns in the data, Table 4 summarizes the average employer premium for selected employee contribution levels. For plans requiring employee contributions, the table divides medical care participants who pay a flat monthly amount into four similarly sized groups, depending upon the amount of the employee contribution. Viewed from this perspective, employer premiums for single coverage appear to differ little by the level of employee contributions. For family coverage, however, employer premiums tend to be lower in cases where employees are required to make higher contributions toward their coverage. (Note that the data in table 4 are limited to plans that require employees to contribute to their coverage, whereas table 3 includes all medical plans, regardless of employee contribution requirements.)

This article has reviewed a broad array of new data elements and tabulations introduced into the 2003 NCS benefits survey. Planned increases in the survey sample and research into new measures offer the prospect of continued enhancements to NCS survey publications over the next few years.

The Bureau also will bear in mind the importance of retooling the survey to keep up to date with developments in the field of employee benefits and the broader field of employee compensation. As former BLS Commissioner Janet Norwood foresaw in 1988, "To keep pace, survey designers will have to prospect for themselves as well as for data users."[36] □

Notes

[1] The former programs were the Employment Cost Index, which includes the series on Employer Costs for Employee Compensation; the Employee Benefits Survey; and the Occupational Compensation Survey Program. For a background on these programs, see William J. Wiatrowski, "The National Compensation Survey: Compensation Statistics for the 21st Century," *Compensation and Working Conditions*, winter 2000, pp. 5–14.

[2] Using data from 1992–93, the Bureau calculated experimental estimates of health insurance offerings, including estimates of the proportion of establishments making such offerings. (See Michael Bucci and Robert Grant, "Employer-sponsored health insurance: "what's offered; what's chosen," *Monthly Labor Review*, October 1995, pp. 38–44.) This research into offerings was expanded in test surveys of the construction industry in 1998–99, although establishment counts were not published. (See Robert W. Van Giezen, "Insurance and Retirement Benefits in the Salt Lake City-Ogden, UT, and Toledo, OH, Construction Industries," *Compensation and Working Conditions*, fall 2000, pp. 23–35.)

[3] Retirement plans include defined benefit pension plans and defined contribution plans. (See the appendix for definitions thereof.) Because estimates of sample error are not available for the 2003 NCS benefits survey, the comparative statements made in this article could not be subjected to statistical significance testing. For that reason, the comparisons drawn here are generally limited to differences of 10 percentage points or more.

[4] The term "establishment" is not synonymous with "company" or "firm." In the NCS , an establishment is generally a single physical

location. A company or firm, by contrast, can be composed of many establishments. In examining differences in the incidence of benefits by size of establishment, it is important to note that such differences may be due to factors other than size, such as the mix of occupations, industries, unionization, and geographic locations. For example, occupations with higher rates of benefit coverage may be more prevalent in larger than in smaller establishments. This caution also applies to all other comparisons of the incidence of benefits or characteristics drawn in this article.

[5] For information on establishment counts and employment by size of establishment, see the BLS Quarterly Census of Employment and Wages, on the Internet at **http://www.bls.gov/cew/cewsize.htm**. The percentages cited in this article are derived from the 2003 NCS Benefits Survey.

[6] In compiling data on access, workers are assumed to have access to a plan even if they are ineligible because of age and service requirements or administrative lag time. This data collection protocol was chosen to reduce respondent burden and increase the yield of reported data. For more detailed information on the definitions of "access" and "participation," see Carl Barsky, "Incidence benefits measures in the National Compensation Survey," this issue, pp. 21–28. For a discussion of the various ways of counting employees to measure benefits coverage in view of data collection practicalities, see William J. Wiatrowski, "Counting the Incidence of Employee Benefits," *Compensation and Working Conditions*, June 1996, pp. 10–18.

[7] For information on the needs of researchers and policymakers for health insurance data, see William Wiatrowski, Holly Harvey, and Katharine R. Levit, "Employment-Related Health Insurance: Federal Agencies' Roles in Meeting Data Needs," *Health Care Financing Review*, spring 2002, pp. 115–30.

[8] For a discussion of the factors that may influence takeup rates, see William J. Wiatrowski, "Declines in health insurance and retirement plan coverage, 1992–2003," this issue, pp. 29–36. For a more detailed analysis of the data on establishment and employee offerings presented in the current article, see Barsky, "Incidence benefits measures."

[9] Employment figures estimated from the survey are not as precise as those developed from other BLS surveys with larger samples and with designs geared toward generating employment estimates. The employment estimates from the benefits survey are presented only to indicate the approximate sizes of various classifications within the entire private economy.

[10] The classification of areas into metropolitan and nonmetropolitan categories follows Office of Management and Budget (OMB) metropolitan areas designations as of 1994. In the next few years, the survey will be converted to OMB designations announced in 2003 and amended in 2004.

[11] The nine divisions are as follows: New England—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont; Middle Atlantic—New Jersey, New York, Pennsylvania; East North Central—Illinois, Indiana, Michigan, Ohio, Wisconsin; West North Central—Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota; South Atlantic—Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, West Virginia; East South Central—Alabama, Kentucky, Mississippi, Tennessee; West South Central—Arkansas, Louisiana, Oklahoma, Texas; Mountain—Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, Wyoming; Pacific—Alaska, California, Hawaii, Oregon, Washington.

[12] For information on the Standard Occupational Classification system, see **www.bls.gov/soc/**; for information on the North American Industry Classification System, see **www.bls.gov/bls/naics.htm**.

[13] According to the NCS, the median wage in private industry was $13.00 in July 2002—the latest data available when the benefits survey was planned. The median for 2003 was $13.39. (See Supplementary Table 2.1, Supplementary Tables, July 2002, National Compensation Survey; on the Internet at **http://www.bls.gov/ncs/ocs/home.htm**.

[14] Two procedures are used to ensure worker homogeneity. First, the survey protocol calls for collecting data on workers in jobs recognized as discrete by the employer. Second, data collection procedures require that the jobs which are selected share three common characteristics: workers employed in them must have a full-time or part-time work schedule, must possess union or nonunion status, and must be paid on either a time or an incentive basis.

[15] Applying survey weights tended to show higher levels of wage dispersion. For example, the average difference between the highest- and lowest-paid workers within establishment jobs was 52 percent with the use of weighted data, compared with 42 percent with unweighted data.

[16] For a summary of one phase of the research on variable pay, see Jeffrey L. Schildkraut, "NCS Reviews the Effectiveness of Variable Pay Collection," *Compensation and Working Conditions Online*, Apr. 16, 2003. For a review of earlier studies conducted in 1989 and 1990, see Elizabeth Dietz, "Measuring Employee Bonuses: A Review of Test Surveys," *Compensation and Working Conditions*, May 1994, pp. 13–19.

[17] Nonproduction bonuses do not become part of the employee's regular wages or salary. For example, a salary increase granted to an employee after 3 years of service would be classified by the NCS as part of the worker's salary or wage rate. In contrast, a one-time payment in recognition of an employee's having attained 10 years of service would be classified as a bonus.

[18] Because incentive workers compose only 5 percent of all workers, survey estimates for incentive workers are likely to be subject to considerable variability.

[19] For results of the 1999 study, see *Pilot Survey on the Incidence of Stock Options in Private Industry in 1999* (USDL: 00–290, Oct. 11, 2000); on the Internet at **http://www.bls.gov/ncs/ocs/sp/ncnr0001.txt**. See also Beth Levin Crimmel and Jeffrey L. Schildkraut, "Stock Option Plans Surveyed by NCS," *Compensation and Working Conditions*, spring 2001, pp. 3–21.

[20] For background information on summary plan descriptions, see Allan P. Blostin, "Preventive care provisions, other benefits: are they described in plan documents?" *Monthly Labor Review*, October 2002, pp. 13–19.

[21] A few of the tables, such as those describing employer and employee premiums for medical care, contain the average wage breakout, in addition to breakouts on the occupational group, unionization, industry, and establishment size categories.

[22] For background information on how the NCS benefits survey has been revised to reflect this evolution of medical plan design, see Allan P. Blostin and Iris S. Diaz, "Health Insurance Provisions Captured by the EBS and the NCS," *Compensation and Working Conditions*, spring 1999, pp. 14–18. An earlier examination of how the BLS survey has evolved to keep pace with changes in medical plans is given in John J. Kane, Allan P. Blostin, and Jordan N. Pfuntner, "Changing Survey Strategies in the Evolution of Health Care Plans," *Compensation and Working Conditions*, September 1996, pp. 3–10.

[23] See Blostin and Diaz, p. 16.

[24] The 2003 figure is for all employees, full time and part time, in all sizes of establishments. Comparable figures for 1988 are not available.

[25] For a detailed exposition of cash balance plans, see Kenneth R. Elliott and James H. Moore, Jr., "Cash Balance Pension Plans: The New Wave," *Compensation and Working Conditions*, summer 2000, pp. 3–11.

[26] For examples of sliding scales, see L. Bernard Green, "Questions and Answers on Cash Balance Pension Plans," *Compensation and Working Conditions Online*, Sept. 22, 2003.

[27] For a study of the impact of automatic enrollment provisions at three companies, see James J. Choi, David Laibson, Brigitte Madrian, and Andrew Metrick, "For Better or Worse: Default Effects and 401(k) Savings Behavior," *NBER Working Paper Series*, Working Paper 8651 (National Bureau of Economic Research, December 2001).

[28] See Wiatrowski, Harvey, and Levit, "Employment-Related Health Insurance."

[29] In cases where no premium was designated for family coverage, an alternative premium was used. The preferred alternative was "single plus two" coverage, followed by "single plus spouse," "single plus child," and "single plus one."

[30] The approach described was taken to maximize the amount of directly collected data used in the calculation. See Michael Lettau, "New statistics for health insurance from the National Compensation Survey," this issue, pp. 46–50, for a discussion of alternative measures of employee and employer premiums that do include the employee's choice of a single- or family-coverage option in the calculation.

[31] These are only a few of the factors that could cause costs to differ from premiums. Among others, employer costs in self-administered plans are affected by administrative costs, and financing arrangements can cause adjustments to employer costs based upon the claims experience of the current or previous year. Finally, within the NCS publications, calculational differences arise that stem from the distinction between premiums and costs. For example, the Employment Cost Index (ECI) and Employer Costs for Employee Compensation (ECEC) series include data on employer expenditures (aggregate payments rather than premium rates) for health care, as well as employer premium payments, whereas only data on premiums were used in the tabulations published in the 2003 NCS benefits survey.

[32] For a description of Federal surveys providing aggregate measures of health insurance costs, see John Buckley and Robert VanGiezen, *Monthly Labor Review*, forthcoming.

[33] The 2003 data on the incidence and provisions of benefits were generated from about 2,900 private-industry establishments that were newly incorporated into the NCS survey. The ECI and ECEC samples, in contrast, include establishments that are new, as well as establishments that previously were in the sample. The March 2003 ECEC sample, for example, included nearly 6,900 private-industry establishments. As noted earlier, the sample used for the NCS tabulations of the incidence and provisions of benefits will gradually increase over the next few years, eventually becoming the same sample that the ECI and ECEC use.

[34] Data for 1986 were released by the Bureau in 1997. (See *Employer Costs for Employee Compensation: 1986–1999*; on the Internet at **http://www.bls.gov/ncs/ect/sp/ecbl0013.pdf**.)

[35] See Lettau, "New statistics for health insurance," for an account of research into health insurance costs.)

[36] Janet L. Norwood, "Measuring the cost and incidence of employee benefits," *Monthly Labor Review*, August 1988, p. 8.

APPENDIX: Glossary of terms

Access. A measure of the proportion or number of employees who are offered a benefit plan.

Attendance bonus. A payment to employees whose work attendance record meets certain standards.

Cash balance plan. A defined benefit pension plan in which an account is maintained for each participant. Employers specify a contribution and a rate of interest on the contribution that will provide a predetermined amount at retirement.

Cash profit-sharing plans. Cash payments made to workers and often determined by a formula based on company profits. Such payments are not intended for retirement, and individual accounts are not established.

Coinsurance. In a health insurance plan, a form of medical cost sharing that requires the insurer to pay a stated percentage of medical expenses after the deductible amount, if any, has been paid by the subscriber.

Deductible. A fixed dollar amount during the benefit period (usually a year) that an insured person pays before the insurer starts to make payments for covered medical expenses.

Defined benefit pension. A retirement plan that uses a specific, predetermined formula to calculate the amount of an employee's future benefit.

Defined contribution plan. A retirement plan in which the employer makes specified contributions, but the amount of the retirement benefit is not specified.

Employee recognition bonus. A payment to employees that rewards their performance or significant events in their worklife. An example is an "employee of the month" award.

End-of-year bonus. A payment to employees near the end of the calendar or fiscal year as a sign of appreciation for working hard throughout the year, often in recognition of the corporation or business unit having attained certain financial goals.

Exclusive provider organization (EPO). A type of preferred provider organization under which employees must use providers from a specified network of physicians and hospitals in order to receive coverage; there is no coverage for care received from a nonnetwork provider, except in an emergency.

For-profit establishment. An establishment in business to generate profits.

Full-time worker. A worker whom the employer considers to be full time. The NCS does not use a standard-hours rule, such as 35 or 40 hours per week.

Health insurance. A broad term referring to all types of health care coverage, including medical, dental, vision, and prescription-drug care.

Health maintenance organization (HMO). See **prepaid plans.**

Hiring bonus. A payment made by an employer to an employee to induce an individual to accept employment with the employer.

Holiday bonus. A payment made to employees, often near the end of the calendar year, in recognition of the holiday season or a specific public holiday. May be referred to as a Christmas bonus.

In and out of network. A medical care plan provision that designates certain physicians and hospitals as network providers. Services sought from health care providers who do not belong to the network are reimbursed at a lower rate than that applicable to network providers.

Incentive-based pay. General term for a collection of methods of wage payment that relate earnings of workers to their actual production, individually or as part of a group.

Indemnity plan. A type of medical plan that reimburses the patient or provider (or both) as expenses are incurred.

Longevity bonus. A payment made to employees on the basis of their length of service.

Management incentive bonus. A payment to managers rewarding them for their ability to direct the performance of a group of subordinate employees in the attainment of a specified goal.

Medical insurance. A type of health insurance that provides services or payments for services rendered in the hospital or by a physician. (The term does not include plans that provide only dental, vision, or prescription-drug coverage.)

Money purchase pension plan. A defined contribution plan that designates employer contributions, typically a percentage of employee earnings. Contributions are allocated to individual accounts established for each employee.

Nonproduction bonus. A cash payment that is not directly related to the output of either the employee or a group of employees.

Nonprofit establishment. An establishment that qualifies as a nonprofit organization under Internal Revenue Code Section 501.

Orthodontic care. Services for the correction of malpositioned teeth.

Other bonus. Cash payments, awarded to employees, that are different from the other types of nonproduction bonuses listed in table 2.

Part-time worker. A worker whom the employer considers to be part time. The NCS does not use a standard-hours rule, such as 35 or 40 hours per week.

Participation. The number or proportion of employees who are enrolled in (covered by) a benefit plan.

Payments in lieu of employee benefits. Payments to employees in lieu of the employer's providing a benefit (such as medical insurance).

Point-of-service (POS) option. An HMO-PPO hybrid; sometimes referred to as an "open-ended" HMO when offered by an HMO. POS plans resemble HMO's with regard to in-network services. Services rendered outside of the network are usually reimbursed in a manner similar to that employed by conventional indemnity plans (for example, provider reimbursement based on a fee schedule or usual, customary, and reasonable charges).

Preferred provider organization (PPO). An indemnity plan under which coverage is provided to participants through a network of selected health care providers (such as hospitals and physicians). The enrollees are permitted to go outside the network, but would incur larger costs in the form of higher deductibles, higher coinsurance rates, or nondiscounted charges from providers. In the NCS, these plans are now called "indemnity inside and outside of network" plans.

Prepaid plans. Health care plans that assume both the financial risks associated with providing comprehensive medical services and the responsibility for health care delivery in a particular geographic area to members, usually in return for a fixed, prepaid fee. The term is a synonym for "health maintenance organizations" (HMO's).

Referral bonus. A payment to employees for recommending a qualified applicant who is hired by the establishment.

Retention bonus. A payment made by an employer to an incumbent employee to retain that individual with the establishment.

Retirement benefits. Benefits accruing under a plan that accumulates savings for, or provides income to, retired workers. Retirement plans are classified as either defined benefit pension plans or defined contribution plans.

Safety bonus. A payment to employees for maintaining a high level of safety in the workplace.

Savings-and-thrift plan. A retirement plan under which employees may contribute a predetermined portion of (usually pretax) earnings to an individual account, all or part of which the employer matches.

Short-term disability benefits. Benefits that provide full, partial, or a combination of full and partial pay to employees who are unable to work because of a non-work-related accident or illness. Benefits are usually paid for a fixed number of weeks, typically 26. The benefit is usually either a percentage of the employee's earnings or a fixed dollar amount per week.

Suggestion bonus. A payment to employees whose innovative suggestions for creating better work processes and improving the establishment's efficiency have been considered or implemented.

Takeup rate. The proportion of workers offered a benefit plan who participate in the plan.

Time-based pay. Pay that is tied to an hourly rate or a salary and that is not tied directly to production.

Traditional fee-for-service plans. Indemnity medical plans that allow the participant the choice of any provider without any effect on reimbursement. These plans reimburse the patient or provider as expenses are incurred.

Union-related bonus. A payment made to employees covered by a collective bargaining agreement upon signing a new labor contract or in lieu of a general wage increase.

Variable pay. Pay which includes a variety of cash or cash-equivalent payments that, unlike "base" wages and salaries, vary by factors other than hours worked or the amount of time covered by the pay period.

Incidence benefits measures in the National Compensation Survey

For the first time, data from the National Compensation Survey allow comparisons between establishments offering health and retirement benefits and the rates at which employees have access to and participate in those benefits

Carl B. Barsky

About 60 percent to 70 percent of private industry employees had access to health insurance and retirement benefits and about half participated in them during 2003. Access and participation rates varied widely by the type of plan and by various employee and establishment characteristics. The availability of and participation in health insurance, retirement, and other benefits were both much higher among employees who were in full-time occupations, covered by union contracts, and who worked in large establishments and in metropolitan areas. New survey tabulations showed that availability and participation were also greater for higher-paid employees.

The percentage of employees with both access to benefits and participation in these benefits varied widely, from all employees in some instances to fewer than half in others. The survey did not study the reasons employees choose to participate or not to participate in various benefits. However, it is likely that the cost of the benefit to the employee is a determinant.

This article compares the four measures of incidence of employee benefits studied in the National Compensation Survey (NCS) benefits survey in private industry for 2003. The fact that an establishment offered benefits to some employees did not necessarily mean that all employees had access to such a benefit. Nevertheless, the percent of establishments offering benefits was often lower than the proportion of employees with access. This seeming paradox was generally true because large establishments are far more likely to offer benefits than smaller ones.

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Measuring employee benefits

One of the problems in presenting data on employee benefits is how best to report on those benefits. This article largely addresses this issue and the different findings.

For wage and salary information, the NCS program generally obtains data for individual employees. This is done because there are often significant variations among individual employees in the rate of pay within the same occupation. However, employer-provided benefits do not vary in the same way.

For this discussion, employee benefits are classified as wage-related and nonwage-related. When benefits are wage-related, they are typically a percent of the salary or a fixed amount for each period (such as an hour) worked or paid. Wage-related benefits are most typically paid vacations and holidays and legally required benefits such as Social Security. Nonwage-related benefits are those for which the employer pays a fixed amount that is not directly related to the employee's salary. Typical examples are health insurance plans and some retirement plans and nonproduction bonuses. However, in any given company, these general situations may not apply. For example, some union employees in the construction trades receive health and retirement benefits from a fund to which employers contribute a specific percentage of the employee's hourly earnings.

For wage-related benefits, the variation in *cost* may be significant, certainly a lot more than for benefits that are not wage-related. NCS does not

provide data on variations in benefit costs among individual employees. However, for both types of plans, the variations in *incidence*, and the *provisions*[1] of those plans, are not likely to be as great as variations in costs. For example, it is typical for vacation schedules to differ by length of service, but not by salary or occupation. However, because of differences in wages and lengths of service, vacation costs to the employer will vary by employee.

The incidence and provisions of benefits that are nonwage related vary even less. For example, establishments that pay part of the cost of medical insurance frequently offer more than one plan to employees. In some companies, only one plan is offered and in others, typically larger employers, the company may provide a choice of plans. For all the employees participating in a plan, the provisions of the plan are the same. The cost that the employer pays will rarely vary among individual employees who choose the same coverage, or even among employees in different occupations. It is most likely the employer will pay the same amount for every employee who elects the same coverage, and the employer sometimes pays the same amount across differing plans.

Thus, it is reasonable to develop measures of employee benefits that relate to relatively large groups of workers. It is also of some value to determine what the policy of establishments is regarding benefits, because benefits often are the same for all employees within establishments.

For the 2003 employee benefits survey, we provide four measures of the incidence of health and retirement benefits: establishment offerings, employee access, employee participation, and take-up rates. For health and retirement provisions, we limit information to participants.

Establishment offerings refer to the policy of individual establishments.[2] The estimates shown in table 1 are of establishments that offered health insurance or retirement plans—defined benefits or defined contribution[3] to any of their employees. For this reason, table 1 is presented by establishment characteristics.

Employee access refers to establishment policy vis-à-vis specific groups of workers. The group of employees—all of the workers in a specific company occupation in the establishment—is considered to have access to a benefit if the benefit is offered to at least one of those employees. In determining access, provisions such as a 1-month service requirement before employees are eligible for coverage are ignored, as well as whether any employees within the occupation actually participate in the plan.

Employee participation refers to whether or not individual employees elect to be covered by a particular benefit. The respondents in the survey are asked to report the number of employees who elect to participate. For such benefits, then, the participation numbers are almost always lower than access numbers.

Take-up rate refers to the percent of workers with access who participate in the plan.

Table 1. Percent of establishments offering health and retirement benefits, and retiree health benefits, by establishment characteristics, private industry, National Compensation Survey, March 2003

Characteristic	Retirement benefits[1]	Defined benefit	Defined contribution	Health care benefits[2]	Retiree health under age 65	Retiree health over age 65
All establishments	47	10	45	58	4	4
Establishment characteristics						
Goods-producing	45	11	42	60	4	4
Service-producing	47	10	46	57	5	4
1–99 workers	45	9	44	56	4	3
100 workers or more	88	38	82	95	19	15
Geographic areas						
Metropolitan areas	51	10	49	60	5	4
Nonmetropolitan areas	32	9	31	51	3	3
New England	48	11	48	54	1	1
Middle Atlantic	49	17	44	63	6	5
East North Central	62	13	61	84	6	5
West North Central	38	5	36	36	2	2
South Atlantic	54	5	53	55	5	3
East South Central	52	5	51	58	11	11
West South Central	39	13	39	58	7	7
Mountain	25	7	23	42	2	2
Pacific	45	12	43	58	3	3

[1] Includes defined benefit pension plans and defined contribution retirement plans. The total is less than the sum of the individual items because many employees participated in both types of plans.

[2] Health care benefits may include a medical plan, or a separate dental, vision, or prescription drug plan.

As employee benefits—particularly health insurance and retirement plans—continue to be topics of interest, these measures can help shed light on trends. We can, for example, determine whether changes in health insurance coverage relate to fewer establishments offering such plans or from employees deciding not to participate.

Findings

Establishment offerings. In 2003, BLS provided data for establishment offerings for the first time[4] in the employee benefits program. Table 1 shows that 47 percent of establishments in the study offered retirement plans to one or more active employees, and 58 percent of establishments offered health benefits. About 4 percent of the establishments offered the option of continuing health insurance into retirement to their active employees.

There are two major types of retirement plans: defined benefit and defined contribution. Table 1 shows that it is more than four times as likely (45 percent) for an establishment to offer a defined contribution plan as a defined benefit plan (10 percent). Access for defined contribution benefits were reported by 51 percent of the establishments and defined benefits were reported by 20 percent. (See table 2.) At one time, defined benefit plans were the norm for retirement. Changes in the economy and tax laws may have been contributing factors to the decline of defined benefit plans[5] Though the survey did not collect information on establishment offerings until 2003, 15 years ago the survey showed 42 percent of full-time private employees participated in defined benefit pension plans and 40 percent in defined contribution plans.[6]

Health care and retirement benefits for active employees varied little among goods-producing and service-producing industries. However, these benefits were more likely to be offered by establishments in metropolitan areas than by those in nonmetropolitan areas and in establishments with at least 100 employees than those with fewer employees. Among regions, establishments in the East North Central region were most likely to offer health or retirement benefits and those in the West North Central and Mountain States, least likely.

The information on retiree health benefits is unique to table 1. Although NCS collects information on access to and participation in benefit plans for current employees, there is no such information for retirees. A small percentage of establishments allows current employees to participate in health insurance plans after retirement. Four percent of establishments provided this access to employees who retire before they turn 65 and four percent provided this access to employees 65 or older. For about half of the establishments providing such benefits, the employer contributed to retiree health insurance; for most of the remainder, the retiree paid the entire cost. In rare instances, employers paid the entire cost.

Retiree benefits did not vary much by various characteristics except that they were far more common in larger establishments than in smaller ones.

Table 2. Percent of establishments offering, percent of employees with access to and participating in health and retirement benefits, March 2003

Characteristic	Total employees (millions)	Health insurance[1]			Retirement plans[2]		
		Establishments offering	Employees with access	Employees participating	Establishments offering	Employees with access	Employees participating
All employees	102.8	58	69	55	47	57	49
Establishment characteristics							
Goods-producing	24.0	60	82	72	45	70	63
Service-producing	78.9	57	66	50	47	53	45
1–99 workers	55.3	56	58	43	45	42	35
100 workers or more	47.6	95	83	69	88	75	65
Geographic areas							
Metropolitan areas	88.4	60	70	56	51	58	50
Nonmetropolitan areas	14.5	51	65	50	32	52	42
New England	6.6	54	67	54	48	51	44
Middle Atlantic	14.1	63	74	59	49	61	56
East North Central	19.1	84	74	59	62	64	56
West North Central	7.9	36	60	51	38	56	48
South Atlantic	18.0	55	68	53	54	57	46
East South Central	5.4	58	77	64	52	60	51
West South Central	11.3	58	65	53	39	53	42
Mountain	6.1	42	57	42	25	51	38
Pacific	14.5	46	72	57	45	53	46

See footnotes at end of table.

Table 2. Continued—Percent of establishments offering, percent of employees with access to and participating in health and retirement benefits, March 2003

Characteristic	Total Employees (millions)	Defined benefit plans			Defined contribution plans		
		Establishments offering	Employees with access	Employees participating	Establishments offering	Employees with access	Employees participating
All employees	102.8	10	20	20	45	51	40
Establishment characteristics							
Goods-producing	24.0	11	31	31	42	60	49
Service-producing	78.9	10	17	16	46	48	37
1–99 workers	55.3	9	9	8	44	38	31
100 workers or more	47.6	38	34	33	82	65	51
Geographic areas							
Metropolitan areas	88.4	10	21	21	49	51	41
Nonmetropolitan areas	14.5	9	15	14	31	47	36
New England	6.6	11	16	15	48	44	37
Middle Atlantic	14.1	17	30	30	44	49	43
East North Central	19.1	13	24	23	61	56	46
West North Central	7.9	5	22	21	36	47	37
South Atlantic	18.0	5	17	16	53	53	40
East South Central	5.4	5	14	14	51	59	46
West South Central	11.3	13	18	18	39	49	35
Mountain	6.1	7	12	10	23	47	34
Pacific	14.5	12	20	20	43	46	37

[1] Health insurance can be a medical, dental, prescription drug, or vision plan. "Access" in this table means the percent of employees in an occupation that has at least one health insurance plan."Employees participating" refers to the health insurance type in any given occupation with the highest participation. See endnote 7 in the text for details.

[2] Includes defined benefit pension plans and defined contribution retirement plans. The total is less than the sum of the individual items because many employees participated in both types of plans.

Offerings versus access and participation. When one compares establishment offerings with employee access and participation measures, the findings are somewhat surprising. The percent of establishments offering health insurance (58 percent) is almost identical to the percent of employees participating in health insurance (55 percent[7]). The percent of employees with access to health insurance is much higher at 69 percent. For retirement plans, 47 percent of the establishments in the survey offered them, 57 percent of the employees had access to them, and 49 percent of employees participated in them.

One would expect, other things being equal, that the percentage of employees with access would be no greater than establishment offerings. By definition, if an employee has access to a benefit, that establishment offers the benefit. In addition, participation would be somewhat lower than access for health and defined contribution benefits, because employees are often required to contribute to these plans. In contrast, employees are rarely required to contribute to defined benefit plans. Thus, access and participation would be about equal.

The dichotomy of big and large establishments largely explains this apparent paradox. Although almost half (46 percent) of employees covered by the survey work in establishments that have 100 workers or more, smaller establishments make up 96 percent of all establishments. About 95 percent of large establishments offered health insurance. In these establishments, 83 percent of employees had access to health benefits and 69 percent participated. For smaller establishments, the numbers are: 56 percent offered health insurance, 58 percent of employees had access to it, and 43 percent of the employees participated.

For retirement plans, the three measures follow expected patterns within the two size groupings. For smaller establishments, 45 percent of the establishments offer a plan, 42 percent of the employees had access to it, and 35 percent of the employees participated. For establishments with at least 100 employees the values are 88 percent for establishment offerings, 75 employee access, and 65 percent for employee participation.

Defined benefit plans were far more common in larger establishments. In the 1–99 employees category, the values for establishment offerings, employee access, and employee participation were each just under 10 percent; for larger establishments, the values were 38, 34, and 33, respectively. Defined contribution plans were more common than defined benefit plans in both small and large establishments. In small establishments the percentages for offerings, access, and participation were 44, 38, and 31; for large establishments, the percentages were 82, 65, and 51.

Access versus participation. The survey design permits more detailed comparison of access and participation estimates. Unlike the establishment offering estimates, access and participation are both based on employment within an occupation. The only difference between the two types of estimates is that access estimates include all employees in an occupation, whereas participation estimates are limited to those who actually participate in the plan. For this reason, comparisons are made by employee as well as establishment characteristics. Participation estimates will normally be lower than, and never higher than access.

Table 3 presents access and participation rates for retirement and health benefits. In addition, it shows take-up rates, defined as the percent of employees with access who participate in the plans.[8]

In general, access and participation rates follow similar patterns. Access to and participation in benefits covered by the 2003 study tend to be higher for union employees, full-time employees, in metropolitan areas, and in goods producing industries than their opposites. Among regions, there tend to be slight variation. In general, the New England and Mountain regions had the lowest access and incidence rates and the Middle Atlantic, East North Central, and Pacific had the highest.

By contrast, take-up rates varied widely from access and participation rates. (These are discussed in the following sections.)

Retirement plans. About three-fifths of employees had access to one or more retirement plans. Defined contribution plans were by far more common. The overall take-up rate for retirement plans was 86 percent. For defined benefit plans, the take-up rate was 100 percent. In the private sector, almost all defined benefit plans are paid for entirely by the employer. For defined contribution plans, the overall take-up rate was still very high at 78 percent.

Access and participation rates were higher for full-time and union employees, for those in occupations averaging at least $15 per hour, and those in larger establishments, in goods-producing industries, and in metropolitan areas. Take-up rates are also higher for these categories of employees. Thus, in addition to having more opportunity to participate in retirement plans, these employees are more likely to participate when offered.

By definition, savings and thrift plans—the most common of defined contribution plans—require employee contributions. The overall take-up rate for defined contribution plans was 78 percent, and generally fell in the 70- to 85-percent range for various categories of employees.

Table 3. Percent of employees with access to and participating in retirement and health benefits and take-up rates, March 2003

Characteristic	Retirement benefits[1]								
	All plans			Defined benefit			Defined contribution		
	Access	Participation	Take-up[3]	Access	Participation	Take-up[3]	Access	Participation	Take-up[3]
All employees	57	49	86	20	20	100	51	40	78
Worker characteristics									
White-collar occupations	67	59	88	23	22	96	62	51	82
Blue-collar occupations	59	50	85	24	24	100	49	38	78
Service occupations	28	21	75	8	7	88	23	16	70
Full-time	67	58	87	24	24	100	60	48	80
Part-time	24	18	75	8	8	100	21	14	67
Union	86	83	97	74	72	97	45	39	87
Nonunion	54	45	83	15	15	100	51	40	78
Average wage less than $15 per hour	45	35	78	12	11	92	40	29	73
Average wage $15 per hour or higher	76	70	92	34	33	97	67	57	85
Establishment characteristics									
Goods-producing	70	63	90	31	31	100	60	49	82
Service-producing	53	45	85	17	16	94	48	37	77
1–99 workers	42	35	83	9	8	89	38	31	82
100 workers or more	75	65	87	34	33	97	65	51	78
Geographic areas									
Metropolitan areas	58	50	86	21	21	100	51	41	80
Nonmetropolitan areas	52	42	81	15	14	93	47	36	77
New England	51	44	86	16	15	94	44	37	84
Middle Atlantic	61	56	92	30	30	100	49	43	88
East North Central	64	56	88	24	23	96	56	46	82
West North Central	56	48	86	22	21	95	47	37	79
South Atlantic	57	46	81	17	16	94	53	40	75
East South Central	60	51	85	14	14	100	59	46	78
West South Central	53	42	79	18	18	100	49	35	71
Mountain	51	38	75	12	10	83	47	34	72
Pacific	53	46	87	20	20	100	46	37	80

Table 3. Continued—Percent of employees with access to and participating in retirement and health benefits and take-up rates, March 2003

Characteristic	Health plans[2]											
	All plans			Medical			Dental			Vision		
	Access	Participation	Take-up[3]	Access	Participation	Take-up[3]	Access	Participation	Take-up[3]	Access	Participation	Take-up[3]
All employees	69	55	80	60	45	75	40	32	80	25	19	76
Worker characteristics												
White-collar occupations	76	62	82	65	50	77	47	37	79	28	21	75
Blue-collar occupations	76	63	83	64	51	80	40	33	83	25	20	80
Service occupations	42	27	64	38	22	58	22	15	68	15	9	60
Full-time	84	68	81	73	56	77	49	40	82	30	23	77
Part-time	22	13	59	17	9	53	9	6	67	7	5	71
Union	91	85	93	67	60	90	57	51	89	43	37	86
Nonunion	67	52	78	59	44	75	38	30	79	23	17	74
Average wage less than $15 per hour	58	42	72	51	35	69	30	22	73	18	12	67
Average wage $15 per hour or higher	87	76	87	74	61	82	55	47	85	35	28	80
Establishment characteristics												
Goods-producing	82	72	88	68	57	84	48	42	88	30	25	83
Service-producing	66	50	76	57	42	74	37	29	78	23	17	74
1–99 workers	58	43	74	49	36	73	27	21	78	15	11	73
100 workers or more	83	69	83	72	55	76	55	44	80	35	27	77
Geographic areas												
Metropolitan areas	70	56	80	60	45	75	41	33	80	25	19	76
Nonmetropolitan areas	65	50	77	60	44	73	34	27	79	23	17	74
New England	67	54	81	56	43	77	38	31	82	18	14	78
Middle Atlantic	74	59	80	63	47	75	39	32	82	32	24	75
East North Central	74	59	80	62	47	76	42	34	81	22	17	77
West North Central	60	51	85	54	43	80	38	31	82	21	17	81
South Atlantic	68	53	78	57	44	77	39	30	77	19	14	74
East South Central	77	64	83	72	53	74	47	37	79	39	28	72
West South Central	65	53	82	61	47	77	37	30	81	22	17	77
Mountain	57	42	74	49	34	69	36	28	78	25	17	68
Pacific	72	57	79	60	45	75	42	33	79	29	24	83

[1] Includes defined benefit pension plans and defined contribution retirement plans. The total is less than the sum of the individual items because many employees participated in both types of plans.

[2] Health insurance can a medical, dental, prescription drug, or vision plan. "Access" under "All plans" means the percent of employees in an occupation that has at least one health insurance plan, and "Employees participating" refers to the health insurance type in any given occupation with the highest participation. See footnote 4 in the article for details.

[3] The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan. It is the rounded participation percentage divided by the rounded access percentage times 100.

Health insurance.[9] Three-fifths of employees had access to medical insurance, and 45 percent participated, resulting in a take-up rate of 75 percent. As with retirement, access, participation, and take-up rates were generally higher for the types of employees indicated earlier. Although less commonly offered, vision had a take-up rate of 80 percent and dental insurance, 76 percent.

Take-up rates for health insurance were generally lower than those for retirement plans. Part of this may be due to the fact that employees sometimes are covered by plans provided by other family members.

Although the survey did not specifically study the reasons for participation in plans, it is reasonable to expect that one determinant might be the cost to the employee. BLS survey data show that for the last decade, employees have been increasingly required to contribute toward their medical insurance; average employee premiums for both single and family coverage have risen about 75 percent during this same period. One would expect that as the employee cost increases the likelihood of employees participating would decrease.[10]

Other benefits. Table 4 provides access, participation, and take-up rates for other studied benefits. Life insurance was offered to about one-half of employees in the survey, and almost all such employees participated. Life insurance is almost always entirely employer financed and is a relatively low cost to employers. In

Table 4. Percent of employees with access to and participating in selected benefits and take-up rates, March 2003

Characteristic	Life insurance			Short-term disability			Long-term disability		
	Access	Participation	Take-up	Access	Participation	Take-up	Access	Participation	Take-up
All employees	50	47	94	39	37	95	30	28	93
Worker characteristics									
White-collar occupations	56	54	96	41	40	98	42	40	95
Blue-collar occupations	53	50	94	45	44	98	21	20	95
Service occupations	29	25	86	21	20	95	11	10	91
Full-time	61	59	97	46	45	98	38	36	95
Part-time	11	9	82	13	12	92	5	4	80
Union	63	61	97	69	68	99	28	27	96
Nonunion	49	46	94	36	34	94	30	29	97
Average wage less than $15 per hour	40	37	93	29	27	93	17	16	94
Average wage $15 per hour or higher	65	64	98	53	52	98	50	49	98
Establishment characteristics									
Goods-producing	61	58	95	56	54	96	30	29	97
Service-producing	47	44	94	33	32	97	30	28	93
1–99 workers	36	33	92	28	26	93	20	18	90
100 workers or more	66	64	97	52	50	96	42	40	95
Geographic areas									
Metropolitan areas	50	48	96	40	38	95	32	30	94
Nonmetropolitan areas	49	45	92	32	31	97	18	17	94
New England	44	42	95	36	33	92	31	29	94
Middle Atlantic	47	46	98	78	76	97	28	27	96
East North Central	56	53	95	39	37	95	32	30	94
West North Central	49	46	94	37	36	97	30	29	97
South Atlantic	51	49	96	30	29	97	33	31	94
East South Central	62	59	95	40	38	95	26	26	100
West South Central	51	48	94	30	28	93	30	28	93
Mountain	45	40	89	20	19	95	23	23	100
Pacific	43	41	95	27	27	100	29	28	97

the 2003 survey, 88 percent of life insurance participants were in plans paid for entirely by their employer.[11] The cost per employee of life insurance was $.04 per hour worked in March 2003, or 0.2 percent of total compensation.[12] Availability of life insurance by establishment and occupational characteristics was similar to those for health insurance and retirement.

About two-fifths of employees had access to short-term disability insurance.[13] These plans provide pay in the event of an illness or injury not occurring on the job. Nearly all such employees participated in these plans. Like life insurance, short-term disability insurance is almost always employer financed. Variation among establishment and occupational characteristics was similar to other benefits, except that short-term disability was more common for white- and blue-collar workers than it was for service workers.

Long-term disability insurance, which provides payment to employees who sustain an injury or illness that prevents them from working for a long time or permanently, was available to about three-tenths of employees. This benefit, also, tends to be employer financed, and it experienced high take-up rates. For long-term disability insurance, union and nonunion employees had approximately equal access to benefits (28 percent for union employees and 30 percent for nonunion employees), as did employees in goods- and service-producing establishments (30 percent each). However, full-time workers were far more likely than part-time workers to have access to benefits (38 percent compared with 5 percent) and white-collar occupations had twice the access of blue-collar and four-times that of service occupations (42 percent for access, 21 percent for participation, and 11 percent for take-up).

For both short-term and long-term disability, participation was very high among those employees who were offered the plans. Take-up rates were 90 percent or more in nearly all establishment and occupational characteristic categories.

FOR THE FIRST TIME, BLS has provided information on establishments offering benefits and more detailed information on employee access and participation. When establishments offer benefits, it appears likely that most employees are automatically covered or will elect to participate. Although BLS did not study why employees choose to participate in benefits, the decision to participate may be related to whether the

employee contributes to the coverage, as evidenced by higher take-up rates for life insurance and defined benefit retirement than other plans, as well as the relationship between employee premiums and participation rates. □

Notes

[1] Incidence in this article refers to the existence of a benefit paid for at least partially by the employer. Provisions are the characteristics of the benefit. For example, provisions for medical insurance include the amount the plan pays for hospitalization or whether or not the insured can use doctors outside the plan's network.

[2] An establishment in NCS is a single physical location where industrial activity is performed. Companies may consist of one or more establishments.

[3] The survey covers two types of retirement: defined benefit and defined contribution. Defined benefit plans provide employees with guaranteed retirement benefits based on predetermined benefit formulas. Defined contribution plans are retirement plans that specify the level of employer contributions and place those contributions into individual employee accounts. For more complete definitions see *National Compensation Survey: Employee Benefits in Private Industry in the United States, 2000*, on the Internet at: **http://www.bls.gov/ncs/ebs/sp/ebbl0019.pdf**, pages 54–57.

[4] Some experimental data on this topic were published in 1995. See Michael Bucci and Robert Grant, "Employee-sponsored health insurance: what's offered; what's chosen?" *Monthly Labor Review*, October 1995, pages 38–44.

[5] For more detailed information on declines in coverage for defined benefit plans, see William Wiatrowski's companion article in this issue, "Medical and retirement plan coverage: exploring the decline in recent years."

[6] Glenn M. Grossman, "U.S. workers receive a wide range of employee benefits," *Monthly Labor Review*, September 1992, pp. 36–39. These data are for 1989–90.

[7] There is actually no precise number for health insurance participation available from the survey. For establishment offerings, the respondents were asked if the establishment offered "health insurance"—defined as either medical, dental, vision, or prescription drugs—to any employees. Participation information, however, was collected for each different type of plan, including for 8 percent of participants for whom the type of health insurance is unknown. In order to calculate a comparable participation estimate for health insurance, the following methodology was used. Within each occupation, the number of participants was summed for each type (for example, medical and dental). From among the types, the type with the largest sum was chosen. For example, if an occupation had three medical plans with 75 percent total participation and two dental plans with a total of 40 percent participation, the occupation was considered to have 75 percent participation in health insurance. Standard errors for these estimates have not been calculated. Consequently, none of the statistical inferences made from these calculations has been verified by a statistical test.

[8] For the sake of clarity, take-up rates were calculated on the rounded percentages shown in table 3. If the calculations had been made with unrounded numbers, they would have differed somewhat. For example, the 100 percent take-up rate for defined benefits overall does not mean that all employees with access to these plans participated in them. Instead, the take-up rate using unrounded numbers would likely be close to 100, but not exactly 100 percent.

[9] Health insurance analysis here is limited to three types of plans: medical, dental, and vision. The survey does not have overall health insurance access or participation data; instead data are available for specific plans. As reported in earlier publications, 10 percent had access and 8 percent participated in plans for which the type of health plan was not available. In a companion article in this issue, "New Statistics for health insurance from the National Compensation Survey" by Michael Lettau, participation for medical coverage is 51 percent and access is 69 percent. The higher numbers in the Lettau article from the earlier publications and this article result from imputing the 10 percent and 8 percent where the type of health plan was not available; that is, in the Lettau, article the category of "Health plan type not available" was eliminated as a separate category.

[10] A regression analysis on this topic indicated that the cost of health insurance to the employee did tend to lower participation.

[11] Seven percent of participants were in plans that required an employee contribution. Five percent of participants were in plans for which it was unknown whether or not employee contributions were required.

[12] See *Employer Cost for Employee Compensation, March 2003*, table 5, page 9, **http://www.bls.gov/news.release/archives/ecec_06112003.pdf**. Cost per participant is not available, but based on the 50-percent participation rate, cost would probably fall in the range of $.08 per hour.

[13] In the Middle Atlantic region, 78 percent of employees had access to, and 76 percent participated in short-term disability insurance—far more than any other region. In New Jersey and New York, employers are required to provide a certain level of short-term disability insurance.

Medical and retirement plan coverage: exploring the decline in recent years

The percent of workers with employer-provided medical care and retirement benefits declined over the past decade; a variety of potential explanations are explored

William J. Wiatrowski

Between 1992–93 and 2003, the percentage of private sector workers participating in employer-provided medical care plans steadily declined. Medical care covered 63 percent of workers in 1992–93, compared with 45 percent in 2003.[1] There were less dramatic declines in retirement plan coverage; such plans covered 53 percent of workers in 1992–93, compared with 49 percent in 2003. These declines may be the result of shifts in the composition of the labor force, changes in employer decisions to offer coverage or employee decisions to choose coverage, or some combination of these and other factors. Using data from the Bureau of Labor Statistics National Compensation Survey, this analysis begins to quantify how some of these factors affect the overall decline in benefits coverage. This is just a first step, however; further analysis planned by BLS is identified at the end of this article. (See exhibit 1 for a discussion of benefit measurement issues.)

Medical care coverage declined for various populations within private industry. Among full-time workers, there was a 17-percentage point decline in medical care coverage over the decade, from 73 percent in 1993–94 to 56 percent in 2003. Part-time workers rarely have medical care coverage, thus there was little change in the percent of part-time workers covered. (See table 1.)

While overall retirement plan coverage declined only slightly over the decade, there was a continuation of the widely reported shift from defined benefit to defined contribution plans.[2] The percent of workers covered by defined benefit plans shows a clear decline—coverage among private industry workers declined by more than one-third over the decade. While such plans are more prevalent among larger employers, coverage has declined in both larger and smaller establishments. At the same time, there have been increases in defined contribution coverage. The net result has been a slight decline in the percent of workers with any retirement coverage as well as a slight decline in those covered by both a defined benefit and a defined contribution plan. The introduction of 401(k) plans in the 1980s led to a period of dual defined benefit and defined contribution plan coverage for many employees.[3] The decline in defined benefit coverage is having the effect of slowly eliminating the occurrence of dual coverage.

Much has been written on trends in employee benefit coverage, and on the data sources that are available to track these trends. Diane Herz, Joseph Meisenheimer, and Harriet Weinstein discuss the two basic sources of data used to measure benefits coverage—data from households and data from employers.[4] Data from households have the advantage of providing good detail on demographics, family income (beyond that from a single employer), and alternative sources of benefit coverage (such as spouse coverage for medical care). Data from employers provide more precise information on the type of plan and details on how the plan works. John Turner, Leslie Muller, and Satyendra Verma look further into definitions of plan participation for defined contribution plans.[5] This work considers a number

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Exhibit 1. Measuring the incidence of medical care and retirement benefits in the National Compensation Survey (NCS)

The primary focus of NCS medical care and retirement benefits incidence data is a count of *employees*. The survey publishes two types of employee counts. One measure reports the proportion of employees who are participating in (covered by) medical care or retirement plans. The second measure reports the proportion of employees who are offered (have access to) coverage.

Both employee counts, participation or coverage and offerings or access, show the proportion of employees who receive or who are offered the benefit sponsored or paid for at least in part by the employer. These counts do not include employees who may have medical care or retirement benefits through another employer, via a second job, former job, or family member.

The NCS focuses secondarily on a count of *establishments*. This measure shows the proportion of establishments that offer medical care or retirement benefits to any employees in the establishment. Thus, even if an establishment offered medical care to only a few of its workers, it would be counted as offering the benefit.

Establishments are usually single physical locations, such as a factory, retail store, warehouse, or doctor's office. Establishments are not synonymous with companies or firms, because a firm can have many establishments.

This article examines changes in both employee and establishment counts of the incidence of medical care and retirement benefits from the early 1990s to the early 2000s. BLS has changed some of its measurement concepts over that time period, in an effort to provide more useful data on benefit incidence. For a detailed explanation of earlier counting methods, see William J. Wiatrowski, "Counting the Incidence of Employee Benefits," *Compensation and Working Conditions*, June 1996, pp. 10–18, on the Internet at **http://www.bls.gov/opub/cwc/archive/summer1996art2.pdf** (visited July 30, 2004).

of variables in arriving at plan participation numbers, including employer sponsorship, job coverage, eligibility, and current contributions. The authors provide a comprehensive analysis of the many alternative questions that need to be considered in counting covered workers. Beth Levin Crimmel analyzes data from the Medical Expenditure Panel Survey–Insurance Component on employer medical care offerings in 2001.[6] Finally, the Employee Benefit Research Institute regularly analyzes the latest benefits coverage data, and has conducted several recent examinations of alternative sources of benefits data.[7] Each of these sources provides background information on the many details involved in tracking benefits coverage.

Causes of declining benefits coverage

Changes in benefit coverage can be the result of many different factors:

- Legal changes, such as the introduction of 401(k) plans, can change the benefit packages available to employees or change the advantages employees can receive from those benefits. Changes in the law can prompt employers to offer plans or discourage them from doing so. Likewise, employees may change their decision to participate in a plan based on legal changes. For example, if a law or regulation change made it more difficult for employees to get access to funds in a defined contribution plan, they might be less inclined to participate in the plan.

- Employment may shift toward industries, occupations, or other segments of the economy that tend to have particular types of benefits. For example, BLS employment data indicate a decline in the proportion of workers in goods-producing industries over the last decade.[8] To the extent that employers in these industries offer certain benefits more often than do employers in other industries, the shift in employment could affect overall benefit coverage.

- Employers may alter their benefit decisions due to financial concerns or changing labor needs.

Table 1. Percent of workers participating in selected employee benefit plans, private industry 1992–2003

Employee benefit program	1992–93	1993–94	2003
All workers			
Medical care	63	59	45
All retirement	53	50	49
Defined benefit pension	32	28	20
Defined contribution	35	34	40
Full-time workers			
Medical care	–	73	56
All retirement	–	58	58
Defined benefit pension	–	33	24
Defined contribution	–	40	48
Part-time workers			
Medical care	–	12	9
All retirement	–	19	18
Defined benefit pension	–	11	8
Defined contribution	–	12	14

NOTE: Dash indicates data were not collected or not tabulated in a given year.

- Finally, employees may alter their decision to participate in certain benefit plans, for a variety of reasons, such as the availability of benefit coverage from another source or concern about the cost of a benefit plan.

To pinpoint the exact cause of declining benefits coverage, a survey would have to study the same set of employees and employers throughout the period. BLS benefits data are from a sample survey, the composition of which changes at least in part each year.[9] Thus, the data reflect a variety of possible influences, including shifts in the composition of the labor force, changes in employer offerings, and changes in employee choices.[10] This article considers how each of these factors might influence benefits coverage.

This analysis looks at medical care, defined benefit pension, and defined contribution plans. These benefits have different traits and thus may react differently to influences. For example, employees often have to choose to participate in a medical care plan, and frequently must also agree to contribute toward the cost of the plan. Employees may decide not to participate, perhaps due to the high cost or to the availability of coverage from a spouse or another source. Defined contribution plans are like medical care in that employees usually must choose coverage and often must agree to contribute to the plan. In contrast, private-sector employers that provide defined benefit plans often make the plan available to all workers within a specific group (such as full-time workers) at no cost to the employee; there is no choice and typically no method for opting out of coverage. Based on these traits, one might expect that participation changes in medical care and defined contribution plans are influenced by different factors than are participation changes in defined benefit plans.

Labor force composition

Table 2 provides data on benefit coverage for selected populations in 2003. In general, these data indicate greater participation in medical care and retirement plans among full-time workers, union workers, workers in goods-producing establishments, and workers in larger establishments. Thus, shifts in employment among these populations may influence overall benefit coverage.

Changes in the composition of the Nation's workers by industry, union status, employment size, and full-time/part-time status during the last decade were analyzed to determine whether there were structural changes to the U.S. economy that may affect benefits coverage. Among the most prominent shift has been the employment decline in goods-producing industries—down from 24 percent to 20 percent of private industry employment. Looking beyond these percentages, the number of workers in goods-producing industries has remained relatively stable at between 21 million and 25 million over the last 10 years. At the same time, overall private-sector employment has risen from 91 million to nearly 110 million. This suggests that most employment growth has been in service-producing industries, which often have less benefits coverage.

Employment has also shifted from full-time to part-time work and from union to nonunion work. In terms of the employment size of establishments, larger employers (those with 100 workers or more) have increased their share of total employment slightly over the past 10 years. These employment shifts may have contradictory effects on benefit participation. Employment is shifting away from full-time union workers, who are more likely to have certain benefits, but also slightly toward larger establishments, which offer benefits more often.

Table 2. Percent of workers participating in selected employee benefit plans, by worker and establishment characteristic, private industry, 2003

Private sector workers/establishments	Medical care	All retirement benefit	Defined benefit pension	Defined contribution
All workers	45	49	20	40
White-collar workers	50	59	22	51
Blue-collar workers	51	50	24	38
Service workers	22	21	7	16
Full-time	56	58	24	48
Part-time	9	18	8	14
Union	60	83	72	39
Nonunion	44	45	15	40
Goods-producing industries	57	63	31	49
Service-producing industries	42	45	16	37
Establishments with fewer than 100 workers	36	35	8	31
Establishments with 100 workers or more	55	65	33	51

But is there a way to quantify the effect of these broad economic changes on the overall decline in benefits coverage? One approach is through a sensitivity analysis. A sensitivity analysis compares two variables, and tracks how one variable would change if the other variable did not change. For example, if defined benefit plans were frequently found among full-time workers and rarely found among part-time workers—and the composition of the workforce over a given period moved substantially from full-time to part-time workers—a sensitivity analysis would indicate how the proportion of all workers with defined benefit plans would have changed over the same time period had the full-time/part-time ratio not changed.

A detailed look at the sensitivity analysis approach may be found in the appendix. A quick way of ascertaining the impact of a single compositional effect is to multiply the composition change by the difference in participation rates in the base year. For example, the change in the part-time share of employment between 1992/93 and 2003 was about 3.94 percentage points (part-time employment rose from 19.54 to 23.48 percent of all workers); the difference in 1992/93 medical care participation rates between full-time and part-time workers was about 64 percentage points (76 percent among full-time workers, and 12 percent among part-time workers). The simple calculation, 3.94 percent times 64 percent (.0394 * .64), yields an estimate of the compositional effect of increased part-time employment at around 2.5 percentage points out of an overall decrease in medical care participation of 18 percentage points. Thus, 2.5 percentage points—about one-seventh of the total—can be attributed to the shift away from full-time work.[12]

This same approach, and the more detailed version specified in the appendix, was used to identify employment composition effects on medical care and retirement coverage between 1992–93 and 2003. Data are available from these years to conduct an analysis on the change employment among full-time and part-time workers, union and nonunion workers, and smaller and larger establishment (establishments with fewer than 100 workers and those with 100 workers or more). This analysis uses employment from the BLS benefits survey, which differs somewhat from the employment composition noted earlier from BLS employment surveys. Nonetheless, use of these employment figures is appropriate because these data were used to calculate benefit coverage rates.[13] The following tabulation indicates the percentage of employment for selected groups, as identified by the benefits survey:

	Percent	
	1992–93	*2003*
Full-time	80	77
Union	18	9
100 workers or more	44	46

Table 3 indicates the results of this analysis. The results suggest that there are small compositional effects from several variables, most notable full-time/part-time and union/nonunion. The shift away from full-time workers resulted in a 2.5-percentage-point decline in overall medical care participation, while the shift from union to nonunion workers resulted in a 1.6-percentage-point decline. The shift to larger establishments actually resulted in a participation increase of less than 1 percentage point. While each alone may not have a large influence on overall benefit coverage decline, taken together the employment shifts account for about one-third of the decline in medical care coverage.[14] The remainder is attributed to changes in actual participation within establishments, which could be due to employer offerings or employee choices, as discussed below.

The sensitivity analysis showed a similar employment effect for retirement plans. For example, the shift away from

Table 3. Effect of employment shifts from 1992–93 to 2003 on the percent of workers participating in selected benefits

Benefit/characteristic	Participation in 2003
Medical care	45 percent participation
Full-time	Decrease 2–3 percentage points
Union	Decrease 1–2 percentage points
100 workers or more	Increase less than 1 percentage point
All retirement	49 percent participation
Full-time	Decrease 1–2 percentage points
Union	Decrease 2–3 percentage points
100 workers or more	Increase less than 1 percentage point
Defined benefit	20 percent participation
Full-time	Decrease 1–2 percentage points
Union	Decrease 4–5 percentage points
100 workers or more	Increase less than 1 percentage point
Defined contribution	40 percent participation
Full-time	Decrease 1–2 percentage points
Union	Increase less than 1 percentage point
100 workers or more	Increase less than 1 percentage point

NOTE: Sensitivity analysis identified the effect of shifts in employment between 1992–93 and 2003 from one group to another. For example, the shift from full-time to part-time employment resulted in a 2–3 percentage point decline in participation in medical care plans.

union workers resulted in nearly a 5-percentage-point decline in defined benefit coverage.

Employer offerings

Another possible reason for the decline in the incidence of certain employee benefits throughout the past decade may be that employers—even in the same industry or employment size category—are not offering benefits as often as they once were. While the BLS benefits survey was not originally designed to capture the percent of establishments offering benefits or the percent of workers offered benefits, collection methods allow some estimates of plan offerings to be calculated. A study of BLS benefits data from 1992–93 [15] and new data from the BLS 2003 National Compensation Survey offer a glimpse into changes that might have occurred in benefit offering. (See table 4.)

While there are some methodological differences in the data from the 2 years, the changes in establishment offerings over the decade are striking.[16] In all cases except defined benefit pension plans, a greater percentage of employers offered benefits in 2003 than in 1992–93. Interestingly, the benefits that were offered more often in 2003—health insurance and defined contribution plans—are those benefits that frequently require an employee contribution. Thus, while employers might be providing employees with the opportunity to be covered by a benefit, coverage is not automatic. In contrast, employer offerings of defined benefit plans, which are almost always entirely paid for by the employer and provided automatically to employees, declined over the 10-year period.

Employee decisions

Data are not collected on the decisions employees make when selecting their benefits, but some data are available on factors that may influence those decisions. Among medical care plans, between 1993 and 2003, the percent of all private sector workers with coverage who were required to contribute toward the cost of single coverage rose from 54 percent to 78 percent; for family coverage, the percent required to contribute also rose—from 74 percent to 90 percent. Further, for those required to contribute toward the cost of their medical care coverage, the monthly employee premium rose about 75 percent over the 10-year period, faster than the overall inflation rate.

Survey data indicate a difference between the percentage of workers offered employer-sponsored medical care and the percentage who actually participate in such plans. These data are used to construct a "take-up rate," which indicates the percent of those offered a benefit who actually choose to participate. Once again, recent survey data were designed to measure this concept, while prior survey data can be used to construct proxy estimates. In 1992–93, roughly 3 out of 4 private industry workers were offered medical care and 63 percent participated; in 2003, 60 percent were offered a plan and 45 percent participated. This amounts to a decline in the take-up rate from about 85 percent to 75 percent. Had the take-up rate remained at the higher rate in 2003, the percent of employees participating would have exceeded 50 percent.[17]

Similar evidence can be examined for defined contribution plans. In 1992–93, slightly more than half of participants in defined contribution plans were in savings and thrift plans. By definition, these plans require employees to contribute as a condition of joining the plan. Only if the employee makes a contribution is an employer contribution credited to the account. Most of the remaining participants were in plans that generally did not require an employee contribution, such as deferred profit-sharing and money-purchase plans.[18] In 2000, savings and thrift participants made up more than 70 percent of all defined contribution plan participants.[19]

The concept of take-up rate also applies to defined contribution plans, especially as more of these plans require an employee contribution. In 1992–93, roughly 4 out of 10 private

Table 4. Percent of establishments offering selected benefits, by employment size, 1992–93 and 2003

Benefit	1992–93			2003		
	All	Small	Large	All	Small	Large
Health insurance [1]	49	48	90	58	56	95
All retirement	28	24	80	47	45	88
Defined benefit	13	10	45	10	9	38
Defined contribution	20	19	64	45	44	82

[1] Data for 1992–93 refer to medical care benefits—plans designed to cover physical and mental health conditions. Data for 2003 refer to all health insurance benefits, including separate dental and vision plans not included in the 1992–93 data.

NOTE: Small establishments have fewer than 100 employees; large establishments have 100 employees or more.

industry workers were offered defined contribution plans, and 35 percent actually chose to participate—a take-up rate of more than 80 percent. The more precise data from 2003 indicate that 51 percent of private industry workers were offered a defined contribution plan, and 40 percent participated—a take-up rate of 80 percent.

Because defined benefit pension plans tend to be available to private-sector workers at no cost, nearly all those offered a plan were also participants. There was little change in this relationship between 1992–93 and 2003.

A closer look

The evidence so far suggests one factor leading to the decline in medical care coverage is that, even when offered, employees are not choosing to participate in an employer plan. There may be various reasons for such a choice, including the availability of coverage from other sources. In a 2002 study, David Cutler attributes declining medical care coverage to employee decisions not to accept coverage, and further attributes those decisions directly to the increase in employee costs.[20]

New data from the BLS National Compensation Survey include medical care offerings, coverage, employee costs, and wage levels. For the first time, all of these data are available for the same occupations, which facilitate new analyses. Carl Barsky looks at some of these issues on pages 21–28. He notes, for example, that a greater proportion of higher-paid than lower-paid workers have access to and choose to participate in medical care plans. The take-up rate for those with average wages of $15 per hour and higher was 82 percent, compared with a 69-percent take-up rate for those with lower earnings. Additional regression analysis indicates a correlation between employee contributions and participation. As contributions rise, workers are less likely to participate.

More analysis to come

Evidence from the last decade shows that declining participation in medical care and retirement programs can be linked to a shift in the composition of the work force and, specifically for medical care, a rise in the proportion of employees who are offered a plan but decline to participate. Future data from BLS will allow these trends to be tracked over time and further decomposed by industry, occupation, and other variables.

This analysis is a starting point for more in-depth studies designed to provide further insights into changes in benefits coverage over time. Specifically, this analysis by design only looked at a single variable at a time. Plans are under way for more sophisticated multiple variable regression analysis to help discern what effects the combination of employment variables is having on benefits coverage.

New data that are now available from the BLS National Compensation Survey allow even greater analysis of benefits coverage in various sectors of the economy. These data can also be used to explore the details of individual aspects of benefits, such as the effect that changes in benefit plan features have on plan participation. As several years of these data become available, they will help to inform future trends in employer-provided benefits. □

Notes

[1] The term "medical care" is used throughout this article to refer to coverage for medical conditions, such as hospitalization, physician visits, and substance abuse treatment. Separate coverage for dental or vision care expenses was excluded from this analysis.

Due to changes in survey methodology, the percent of workers participating in medical care in 2003 excludes 8 percent of workers who had some type of coverage (medical, dental, vision, or some combination) that could not be identified in the survey data collection process. This may serve to exaggerate the decline in medical care coverage. In his article, "New statistics for health insurance from the National Compensation Survey," in this issue of the *Review*, Michael Lettau imputes a coverage type for the 8 percent of workers with missing data. After imputation, Lettau shows that 51 percent of workers have medical care coverage in 2003, identical to the participation rate found in the prior survey, conducted in 2000.

[2] A defined benefit plan provides a periodic benefit at retirement, which is derived from a fixed formula and is guaranteed by the employer. A defined contribution plan specifies a formula for depositing funds into an account for each employee, but does not guarantee a future benefit. The trend over the last quarter century has been away from defined benefit plans toward defined contribution plans. For more information on this trend, see Employee Benefit Research Institute, *EBRI Research Highlights: Retirement Benefits*, Issue Brief number 258, June 2003.

[3] Section 401(k) of the Internal Revenue Code, enacted as part of the Revenue Act of 1978, allows employers to establish defined contribution plans that permit employee contributions to be made on a tax-deferred basis. These plans, commonly referred to as 401(k) plans, became popular beginning in the early 1980s, once regulations addressing plan design issues were finalized.

[4] Diane Herz, Joseph Meisenheimer, and Harriet Weinstein, "Health and retirement benefits: data from two BLS surveys," *Monthly Labor Review*, March 2000, pp. 3–20.

[5] John Turner, Leslie Muller, and Satyendra Verma, "Defining participation in defined contribution pension plans," *Monthly Labor Review*, August 2003, pp. 36–43.

[6] Beth Levin Crimmel, "Employee Choice in Employer-Sponsored Health Insurance Plans: 2001," *Statistical Brief #29*, Center for Financing, Access and Cost Trends, Agency for Healthcare Research and Quality, U.S. Department of Health and Human Services.

[7] See, for example, Craig Copeland, "Employment-Based Retirement and Pension Plan Participation: Declining Levels and Geographic Differences," *EBRI Issue Brief*, October 2003.

[8] In 1993, 24 percent of private sector employment was in goods-producing industries, such as construction and manufacturing. In 2003,

20 percent of private sector employment was in goods-producing industries.

[9] In the BLS National Compensation Survey, approximately 20 percent of the employer locations (called establishments) in the sample are replaced each year with new establishments. For the years covered by this article, a similar, though less regular, sample replacement pattern was used.

[10] While there have been a number of new laws and court rulings throughout the past 10 years that could affect medical care and retirement benefit coverage, the timing of the BLS data do not correspond with the timing of these changes. Thus, it is difficult to determine what effect, if any, new laws and court rulings had on benefit coverage using these data.

[11] For more details on employment data from the Bureau of Labor Statistics, go to www.bls.gov/ces.

[12] The figures in the text may differ slightly from those in the appendix due to the use of rounded numbers in the text and more precise numbers in the appendix.

[13] While the BLS benefits survey was not designed to estimate employment, the share of employment in various groups is similar to that found in the Bureau's Current Employment Statistics program. For example, the Current Employment Statistics program shows that employment in goods-producing industries declined from 24 to 20 percent of private industry employment from 1993 to 2003. Data from the benefits survey show a similar decline—from 26 percent to 23 percent of private industry employment over the same period.

[14] The exact effect of all of the employment shifts taken together cannot be determined from the data, because some of the shifts are overlapping. For example, some of the shift from union to nonunion employment may have included a shift from full-time to part-time workers.

[15] William J. Wiatrowski, "Counting the Incidence of Employee Benefits," *Compensation and Working Conditions*, June 1996, pp. 10–18.

[16] The Bureau's benefit surveys are designed to capture data on the number and percent of workers with benefit coverage. Different methods were used to determine the percent of establishments offering benefits in 1992/93 and in 2003. In 1992/93, an establishment was counted as offering the benefit if at least one worker was found with the benefit. Because the survey only covers a sample of workers in each establishment, this method may serve to undercount the percentage of establishments offering coverage. In 2003, all establishments were asked if they offered coverage to any worker, regardless of whether any workers were counted as covered. In addition, data on the percent of establishments offering benefits in 1992/93 refer to medical care benefits, while 2003 data refer to the broader concept of health insurance (which may include separate dental or vision benefits).

[17] Because the 1992–93 survey did not specifically ask questions about the percent of employees offered benefits, several proxy estimates were derived. These estimates vary based on assumptions. For complete details, see William J. Wiatrowski, "Counting the Incidence of Employee Benefits," *Compensation and Working Conditions*, June 1996, pp. 10–18.

[18] A deferred profit sharing plan provides participants with a share of company profits, typically allocated to each participant equally or proportionally to salary. A money purchase plan provides a fixed employer contribution, typically a percent of salary, to each employee's account. These plans may allow optional employee contributions, but generally do not require employee contributions as a condition of joining the plan.

[19] These data indicate the percent of full-time employees who are covered by various types of defined contribution plans, not the percent of plans offered. If anything, these data underestimate the prevalence of savings and thrift plans offered among all defined contribution plans because participation in savings and thrift plans (which require an employee contribution) is generally a lower percentage of employees than is participation in other defined contribution plans (which typically do not require an employee contribution). Data on plan type are not yet available for 2003.

[20] David M. Cutler, "Employee Costs and the Decline in Health Insurance Coverage," National Bureau of Economic Research Working Paper 9036, July 2002.

Appendix: Sensitivity analysis

A sensitivity analysis compares two variables, and tracks how one variable would change if another variable did not change. The following example looks at the change in medical care participation and the change in the ratio of employment among full-time and part-time workers. The results indicate what effect the change in employment ratio had on the overall change in medical care participation.

Terms

ER = Ratio of employment

ERPT = Ratio of part-time employment to total employment

ERFT = Ratio of full-time employment to total employment

PR = Participation rate

PRPT = Participation rate among part-time workers

PRFT = Participation rate among full-time workers

PRALL = Participation rate among all workers, both part time and full time

Δ = Change from 1992/93 to 2003

Because all workers are either part time or full time,
ERPT + ERFT = 1.

Formula 1 shows how the participation rate for a given year for all employees can be expressed as the employment-weighted average of the rates for part- and full-time employees.

(1) PRALL = (ERPT * PRPT) + (ERFT * PRFT)

For 2003, for example, formula 1 yields the following:

.45 = (.2348 * .09) + (.7652 * .56)

Participation rates and employment ratios for a given year can be expressed as the rates and ratios from another year plus the change in those rates and ratios from the chosen year to the given year. Formulas 2 through 5 express 2003 rates as the corresponding 1992/93 rate plus the change that occurred between 1992/93 and 2003.

(2) $ERPT_{2003} = ERPT_{1992/93} + \Delta ERPT_{1992/93}$

(3) PRPT2003 = PRPT1992/93 + ΔPRPT1992/93

(4) ERFT2003 = ERFT1992/93 + ΔERFT1992/93

(5) PRFT2003 = PRFT1992/93 + ΔPRFT1992/93

Formula 6 recasts formula 1 for 2003 by expressing all 2003 variables as changes from the corresponding 1992/93 variables.

(6) PRALL2003 = [(ERPT1992/93 + ΔERPT1992/93) * (PRPT1992/93 + ΔPRPT1992/93)] + [(ERFT1992/93 + ΔERFT1992/93) * (PRFT1992/93 + ΔPRFT1992/93)]

Multiplying formula 6 out yields:

(7) PRALL2003 =

(ERPT1992/93 * PRPT1992/93) +
(1)

(PRPT1992/93 * ΔERPT1992/93) +
(2)

(ERPT1992/93 * ΔPRPT1992/93) +
(3)

(ΔERPT1992/93 * ΔPRPT1992/93) +
(4)

(ERFT1992/93 * PRFT1992/93) +
(5)

(ERFT1992/93 * ΔPRFT1992/93) +
(6)

(PRFT1992/93 * ΔERFT1992/93) +
(7)

(ΔERFT1992/93 * ΔPRFT1992/93)
(8)

Because the sum of terms 1 and 5 is identical to formula 1 for 1992/93, we will look to the other terms for insights into changes from 1992/93 to 2003.

Substituting values from the 1992/93 and 2003 surveys yields:

.45 = (.1954 * .12) + (.12 *.0394) + (.1954 * -.03) + (.0394 * -.03) + (.8046 * .76) + (.8046 * -.2) + (.76 * -.0394) + (-.0394 * -.2)

Simplifying these data yields:

.45 = (.023448) + (.004728) - (.00586) – (.00118) + (.611496) - (.16092) - (.02994) + (.00788)

The sum of terms 1 and 5 is .63, which is the value of PRALL for 1992/93.

The terms other than 1 and 5 show the effects of changes from 1992/93 to 2003.

Term 2 (PRPT1992/93 * ΔERPT1992/93), with a value of .004728, shows the impact of the increase in the proportion of part-time workers from 1992/93 to 2003, independent of other changes.

Term 3 (ERPT1992/93 * ΔPRPT1992/93), with a value of -.00586, shows the impact of the decline in the participation rate among part-time workers from 1992/93 to 2003, independent of other changes.

Term 4 (ΔERPT1992/93 * ΔPRPT1992/93), with a value of -.00118, reflects the joint effect (covariance) of the decline in participation rates among part-time workers and the increase in the portion of workers who are part time.

Term 6 (ERFT1992/93 * ΔPRFT1992/93), with a value of -.16092, shows the impact of the decline in participation rates among full-time workers, independent of other changes.

Term 7 (PRFT1992/93 * ΔERFT1992/93), with a value of -.02994, shows the impact of the decline in the portion of full-time workers, independent of other changes.

Term 8 (ΔERFT1992/93 * ΔPRFT1992/93), with a value of .00788, reflects the joint effect (covariance) of the decline in participation rates among full-time workers and the decline in the portion of workers who are full time.

Combining terms 2 and 7 yields a value of -.02522 and shows the impact of the changes in the mix of part-time and full-time employment, independent of other changes. This is called the "between sector effect."

Combining terms 3 and 6 yields a value of -.16678 and shows the impact of the declining participation rates among full- and part-time workers, independent of other changes. This is called the "within sector effect." Of course, there could be other compositional effects, such as a decline in the portion of unionized workers, which could account for this 17-percent change.

Thus, of the 18-percentage-point decline in overall participation rates between 1992/93 and 2003, 2.5 percentage points can be attributed to the shift from full-time to part-time workers. Nearly all of the remaining drop was due to declining participation rates among full-time and part-time workers.

Terms 4 and 8 have no appreciable effect on 1992/93 to 2003 changes. In general, unless the employment ratios and participation rates change dramatically, these terms will yield very small values and can be ignored. This is called the "residual."

Trends in employer-provided prescription-drug coverage

Prescription-drug costs have been rising faster than the rate of inflation; although coverage remains an integral part of employee health care plans, covered employees share a greater portion of the cost of prescription drugs and are being offered cost-saving incentives more than ever before

Elizabeth Dietz

Prescription drugs are an integral part of the high-quality health care those living in the United States have come to know. More than 60 percent of Americans fill at least one prescription annually.[1] U.S. expenditures on prescription drugs reached $162.4 billion in 2002, more than 10 percent of the total spent on all health care.[2] From 1993 to 2003, while the general rate of inflation remained relatively low, medical care costs continued to rise rapidly, with prescription-drug costs one of the contributing factors.[3] Chart 1 depicts the Consumer Price Index (CPI) growth rates in the prices of prescription drugs and medical supplies, all medical care, and all items over the 1993–2003 period.

As one of the main sources of health coverage in the United States, private-sector employers are striving to contain the cost of employee medical plans and, along with them, the cost of prescription-drug coverage. Employers have implemented a variety of methods to stem the rising costs of providing such coverage. This article examines Bureau of Labor Statistics (BLS, the Bureau) data on employer-provided prescription-drug coverage and discusses how cost-saving methods have emerged over the past decade.

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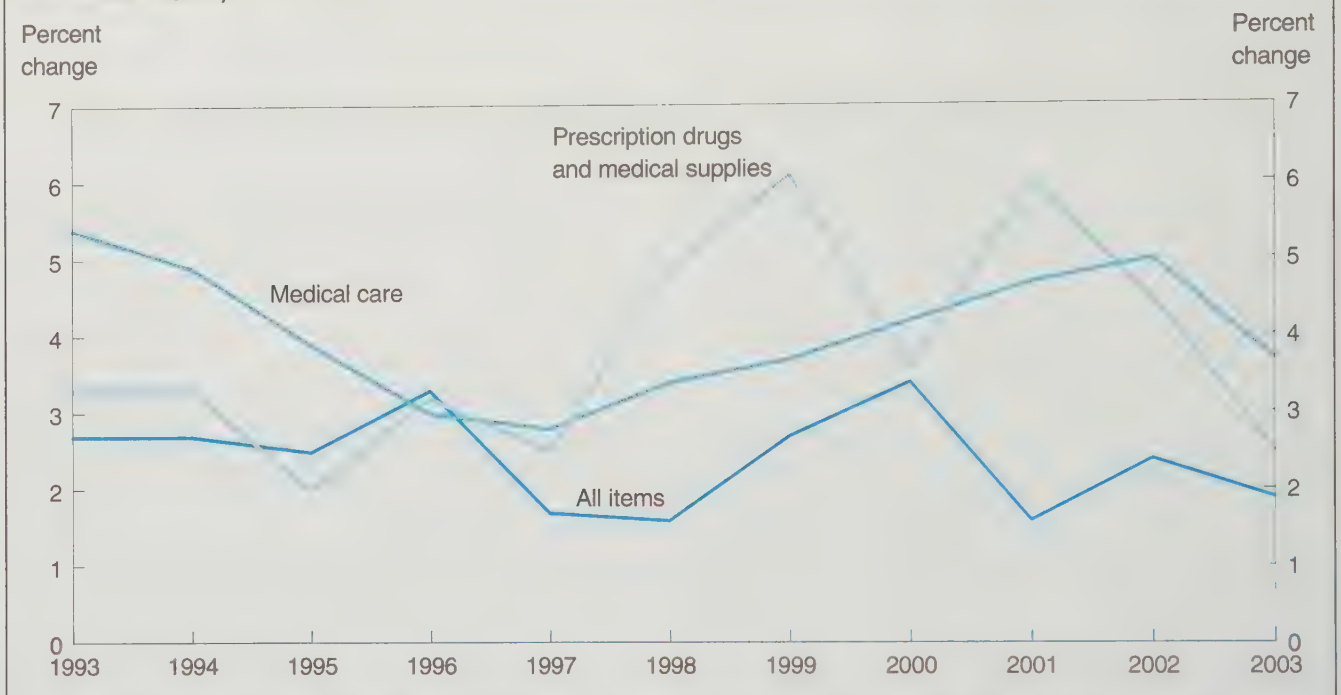
Data considerations

Since the late 1970s, the Bureau has produced information on the incidence and detailed plan provisions of employer-provided medical benefits. The most recent data are from the benefits portion of the 2002–03 National Compensation Survey (NCS), a forerunner of which was the Employee Benefits Survey (EBS). Among the differences between the NCS and the EBS are that (1) the 1993, 1995, and 1997 EBS data cited in this article represent full-time workers in private establishments of 100 or more workers, (2) the 2000 NCS data pertain to full-time workers regardless of establishment size, and (3) the 2002–03 NCS data represent all private-industry workers regardless of establishment size or part- or full-time status.[4] Despite these differences, there is still enough similarity in the surveys for a valid comparison of prescription-drug coverage over the 10-year period examined. Given the relatively small portion of part-time workers that have prescription-drug coverage,[5] it is unlikely that prescription-drug data for part-time workers have much impact on estimates for all workers. As for the difference between the surveys in the scope of the establishment size, the pattern

Chart 1. Consumer Price Index, December-to-December 12-month percent change, selected items, 1993–2003



SOURCE: *CPI Detailed Report: Data for December 2003* (U.S. Department of Labor, February 2004), Historical Consumer Price Index for All Urban Consumers (CPI-U), Table 26, pp. 85–91.

of prescription-drug provisions tends to be similar in larger and smaller establishments. For example, the 1996 EBS data on full-time workers in establishments with fewer than 100 workers were similar to the 1997 data on full-time workers in establishments with 100 or more workers.[6] Also, the 2002–03 NCS benefits data show that the percentage of workers with prescription-drug coverage is similar in larger and smaller establishments. (See table 1.)

Prescription drugs in the economy

U.S. aggregate spending for prescription drugs more than tripled over the 1993–2003 period.[7] Two main factors drove the increase in expenditures: rising prices and increasing utilization of prescription drugs. As regards the first factor, the average price of a prescription rose from $22.06 in 1990 to $45.79 in 2000.[8]

Although this price rise, most notably for newly marketed drugs, accounted for 29 percent of the increase in spending, growing consumption was responsible for the bulk of the increase.[9] From 1992 to 2002, the number of prescriptions purchased increased 74 percent (from 1.9 billion to 3.3 billion), while the U.S. population grew 12 percent; the average number of prescriptions filled per person per year increased from 7.3 to 11.6.[10] With an aging society, a longer average lifespan, and the increasing use of prescription drugs to treat chronic illnesses and an expanding scope of maladies, expenditures are expected to continue to rise rapidly, reaching $445.9 billion, or 17 percent of all personal health care spending, by 2012.[11]

This scenario is of considerable concern to private employers, which are a primary provider of health insurance. More than 160 million Americans—approximately 64 percent of the entire U.S. population—are covered by an employer-based health plan.[12] More than 93 percent of private health insurance coverage was obtained through the workplace (from a current or former employer or union) in 2001.[13] Among people 18 to 64 years, 82.0 percent of workers had health insurance that year, compared with 74.3 percent of nonworkers.[14] Health plans are a major benefit cost to employers, having commanded 6.5 percent of the total compensation dollar in December 2003.[15] Chart 2 illustrates the volatility of health insurance costs in comparison to the cost of benefits as a whole and the cost of wages and salaries. Prescription drugs account for less than 20 percent of all employer health costs, but they are among the most volatile.[16] Although employer-provided medical insurance coverage[17] has declined over time—from 63 percent[18] of all private-industry workers in 1992–93 to 45 percent[19] in 2002–03—

prescription-drug coverage has remained a component of almost all these plans. In 2002–03, 41 percent of workers surveyed had prescription-drug coverage.

Cost containment measures

The most basic way for a health insurer to contain costs is to limit the goods and services covered. For goods associated with pharmacology, health plans typically exclude proprietary medicines, medical appliances or devices, nonprescription drugs, in-hospital drugs,[20] blood and blood plasma, and immunization agents. Also, plans generally place limits on the quantity dispensed in any one prescription. In addition, some plans require precertification, or preauthorization, of medications by a pharmacy review panel. One type of precertification is "step therapy," the practice of requiring the patient to use a covered medication and to be evaluated for whether the medication is effective on him or her before a similar, excluded medication is prescribed.[21] Some plans encourage the use of recently approved over-the-counter drugs by mailing coupons to purchase these drugs at a discount to enrollees who have been taking similar prescription drugs.[22] Other plans implement preventive measures such as health education programs for employees,[23] which tend to offset costs in the long run. Still other plans offer prescription-drug cards, which require a monthly fee and allow the card holder (and, often, family members) discounts on prescription drugs.[24]

In addition to adopting these cost-saving techniques, private employers have implemented methods designed to shift a portion of the price of prescription drugs to their health plan participants, and they have structured plans to give enrollees incentives to choose lower cost alternatives. The Bureau tracks data on several such methods. In the next section, selected methods are described, and data on their prevalence in the 1993–2003 period are presented.

Trends revealed in the data

The Bureau tracks data on the percentage of workers with prescription-drug coverage; specific types of limitations, such as copayments per prescription for brand-name drugs; annual deductibles; annual maximum limits on reimbursement; and the percentages of workers in plans that offer higher coverage for generic drugs, at selected (network) pharmacies, and for mail-order drugs. With the 2002–03 survey, the Bureau published data for the first time on the percentage of workers participating in prescription card plans and the percentage of those in plans that give higher reimbursement for formulary drugs (that is, drugs on a list of medications) than for drugs not on the formulary. (See table 1.) The survey data show that, among the methods listed, higher reimbursement for generic drugs is the most widely applied method of cost containment for private-industry workers, regardless of their occupational group, their bargaining status, the size of the establishment they work in, or the industry group to which they belong.

Copayments. Most workers are in plans that require a copayment for each prescription—a set amount, rather than a proportion of the prescription's cost. For example, under this type of plan, the enrollee would pay $10 for each prescription filled, regardless of whether the retail cost of the same purchase would be $10 or $100. According to the Kaiser Family Foundation, average copayments for generic drugs increased from $7.42 in 2000 to $9.47 in 2003.[25] BLS data show that copayment amounts for brand-name drugs rose dramatically from 1997 to 2003. (BLS data on copayment levels and averages traditionally have been published by fee arrangement and are discussed later, under the subsection titled "Prepaid and indemnity plans compared.")

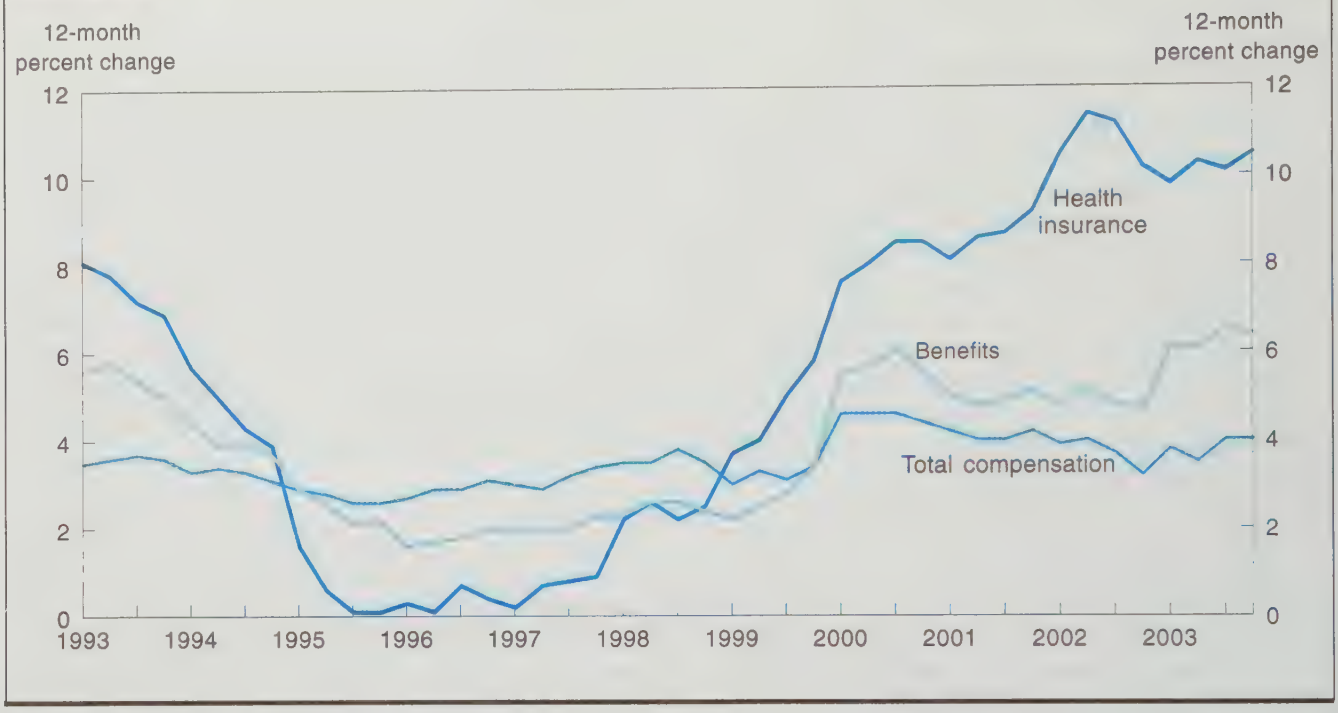
Generic drugs and tiered plans. Generic drugs tend to be priced lower than their brand-name counterparts. The average retail price of a prescription for a brand-name drug in 2000 was $65.29, as opposed to $19.33 for a generic-drug prescription.[26] When enrollees choose a generic over a brand-name drug to fill a prescription, the plan sponsor accrues substantial savings; therefore, many plans offer more generous

Table 1. Prescription-drug benefits, summary of coverage, all private workers, National Compensation Survey, 2002–03

Benefit	Occupational group				Bargaining status		Industry		Establishment size	
	All workers	White collar	Blue collar	Service	Union	Nonunion	Goods producing	Service producing	Fewer than 100 workers	100 or more workers
Higher reimbursement for generic drugs	83	84	78	90	70	84	78	85	83	83
Coverage for mail-order drugs	70	73	65	75	65	71	65	73	64	75
Prescription card plan	9	8	12	6	11	9	11	8	10	9
Higher reimbursement for formulary drugs	27	30	22	22	21	27	22	29	25	28

SOURCE: 2002–03 National Compensation Survey benefits data.

Chart 2. Employment Cost Index, 1993–2003



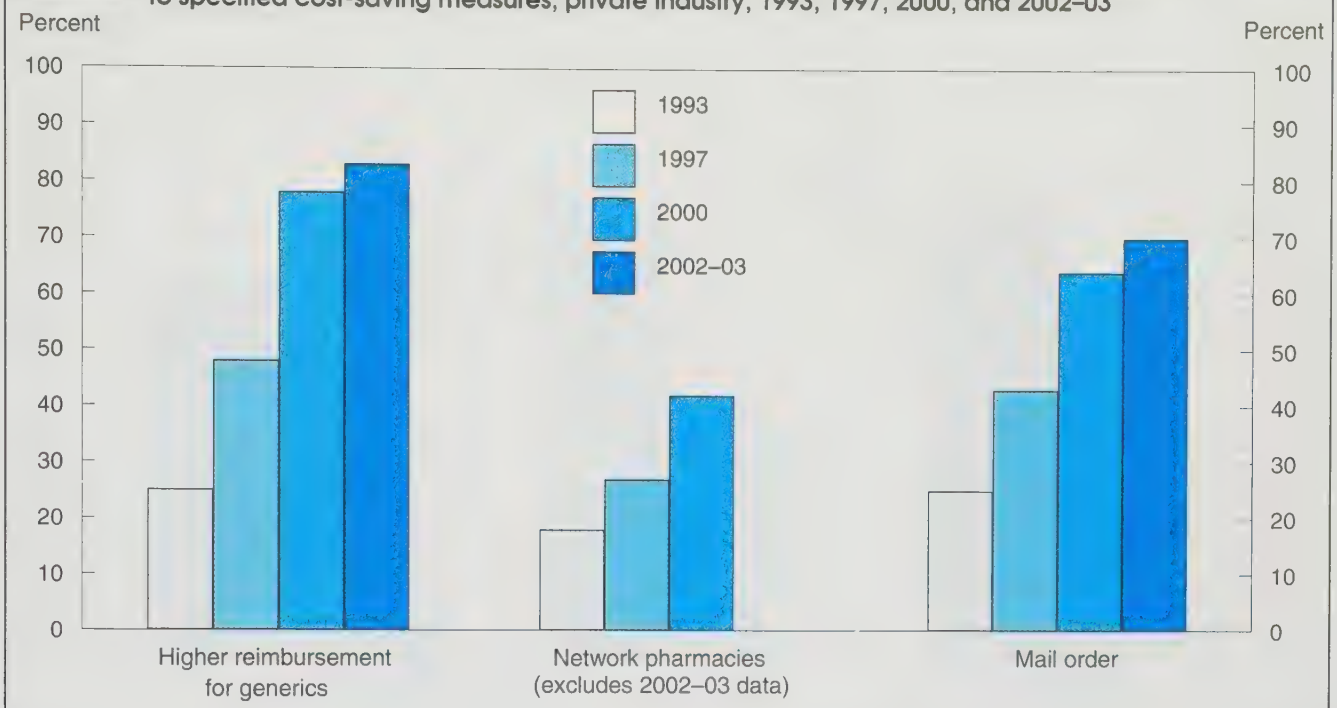
coverage for generic substitutes. According to BLS data, the percentage of employees in plans that offer this type of cost-saving incentive has increased markedly, from 25 percent in 1993 to 83 percent a decade later. (See chart 3.)

As part of the coverage of generic and brand-name drugs, many plans employ a cost structure known as a "tiered system." In such a system, a formulary includes drugs that are covered at the highest level; medications not on the formulary usually require a higher copayment by the enrollee. For example, a three-tiered plan might require a $10 copayment for a generic drug on the formulary, a $20 copayment for a brand-name drug on the formulary, and a $30 copayment for any drug not on the formulary (regardless of whether the drug is generic or a brand-name drug). Although the Bureau does not publish percentages of workers in two- or three-tiered plans, the Kaiser Family Foundation reports that 63 percent of covered workers were under three-tiered plans in 2003, up from 27 percent in 2000.[27] The rise in participation in tiered plans and in plans with higher coverage for generic drugs has provided enrollees with incentives to choose less costly drugs; however, the level of participation in plans with brand-name drug coverage has remained consistent, at 99 percent to 100 percent, over time.[28]

Mail-order drugs. Many plans cover mail-order drugs more generously than those purchased in a local pharmacy, which reduces costs through its large volume of sales. The plan provider contracts with a pharmacy to purchase large quantities of commonly prescribed drugs at discount prices. In turn, patients are given the incentive of higher coverage for purchasing through their mail-order service. Mail-order prescription refills also are used for longstanding conditions such as diabetes. Patients who have prescriptions for chronic conditions tend to receive larger refills (for example, a 90-day supply) through mail-order pharmacies than do those who refill through traditional pharmacies (which tend to limit prescriptions to a 30-day supply).[29] In 1993, mail-order drugs were offered to only 25 percent of employees with prescription-drug coverage. By 2003, the benefit was offered to 70 percent of employees with coverage. (See chart 3.)

Network pharmacies. Some plans cover "in-network" pharmacy purchases more generously than those which are out of network, because the plan has arranged for special discounts through specific pharmacies or pharmacy chains. Network pharmacies work in a similar manner as mail-order pharmacies, in the sense of saving through volume. A plan provider contracts with one or more pharmacy chains for discount prices. In turn, the chains are guaranteed a large volume of prescription-drug sales. The plan provider offers an in-network and an out-of-network option, with higher coverage given for in-network purchases. Network pharmacies

Chart 3. Percentage of employees with employer-sponsored prescription-drug coverage subject to specified cost-saving measures, private industry, 1993, 1997, 2000, and 2002–03

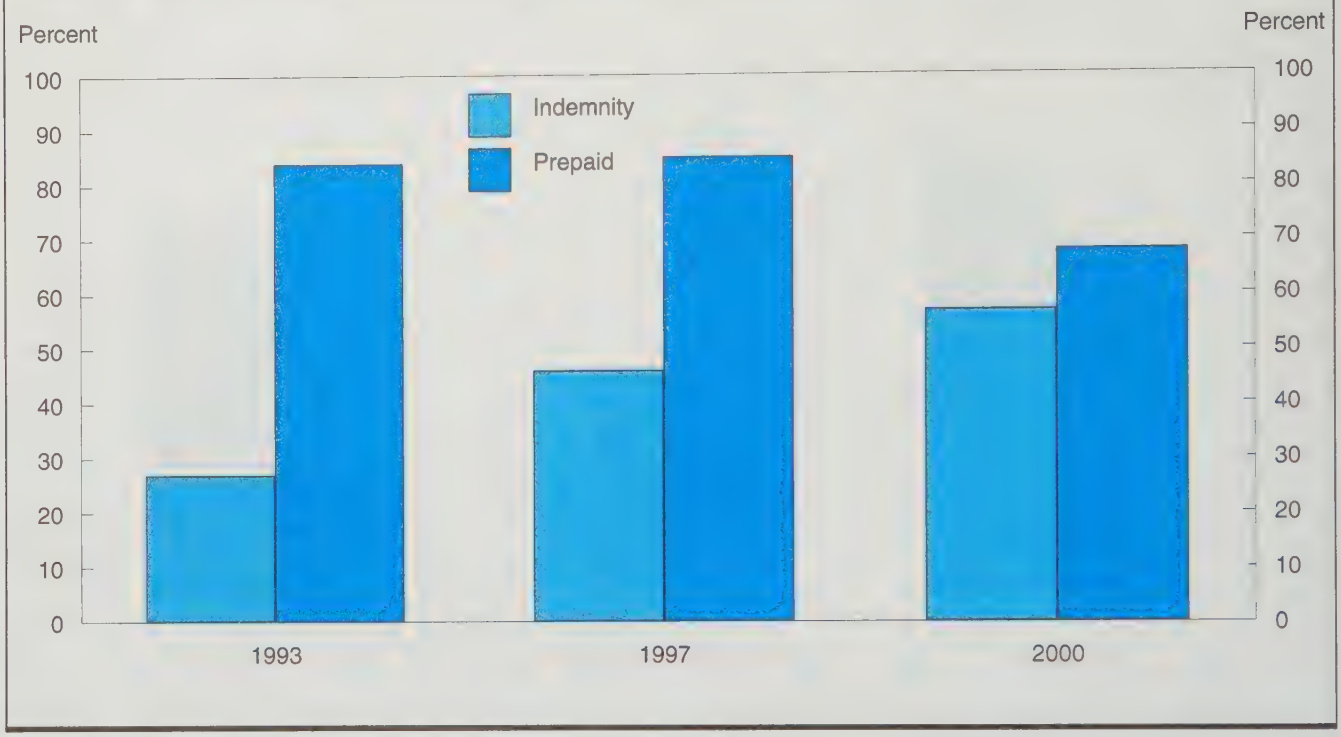


are a cost-saving measure that has not taken hold quite as rapidly as incentives for using generic drugs and mail-order coverage over the past decade. Still, the incidence of this benefit among employees covered by health plans rose from 18 percent in 1993 to 42 percent in 2000.[30] (See chart 3.)

Prepaid and indemnity plans compared. The 1993 EBS and the 2002–03 NCS published data on prescription-drug coverage in prepaid plans, previously classified as health maintenance organizations (HMO's), and for indemnity plans, previously classified as "non-HMO's." Prepaid plans introduced many cost-saving methods to the health insurance field, and the data show that indemnity plans have adopted some of these methods in greater numbers over time. With regard to prescription drugs, in 1993, 84 percent of employees covered under prepaid plans required a copayment on brand-name prescriptions, while only 27 percent of employees covered under indemnity plans were charged copayments. Over time, copayments became much more common in indemnity plans, rising to 57 percent of covered employees in 2000.[31] (See chart 4.) Over the 1993–2003 period, copayment amounts have increased greatly in both indemnity and prepaid plans. The percentage of workers covered by indemnity plans with a $10 or greater copayment[32] for brand-name prescription drugs increased from 19 percent in 1993 to 79 percent in 2000, while the percentage covered by prepaid plans increased from 10 percent in 1993 to 78 percent in 2000.[33] (See chart 5.) In 2003, both the majority of workers participating in indemnity plans and the majority participating in prepaid plans were required to make a copayment of $15 or more. The average copayment for a brand-name prescription under indemnity plans increased from $8.70 in 1997, to $14.11 in 2000, to $16.75 in 2002–03; under prepaid plans, the copayments increased from $7.65, to $12.46, to $17.00 during the same years.[34]

A related cost-savings incentive is for enrollees to choose generic equivalents over brand-name prescription drugs when such generics are available. In a typical plan that includes this incentive, if no generic equivalent is available, the plan will cover the brand-name drug at the most generous level—for example, with the first-tier copayment per prescription; however, if a generic equivalent is available, the enrollee can choose between the generic drug, covered at the first level, and the brand-name drug. If the enrollee chooses the brand-name drug, he or she must pay the difference in cost between the generic and the brand-name drug in addition to the copayment. For example, if the first-tier copayment is $10 per prescription, the market price of a brand-name drug costs $40, and its generic equivalent costs $15, then the enrollee would pay $35: $10 for the copayment,

Chart 4. Percentage of employees covered by plans requiring a copayment per prescription for brand-name drugs, by fee arrangement, private industry, 1993, 1997, and 2000



plus $25 for the difference between the generic and brand-name drugs. The EBS did not track this feature in 1993; the first year the Bureau collected such data was 1995. The data show that this cost-saving incentive has grown from applying to under 10 percent of covered employees in 1995 to applying to 15 percent and 20 percent in 2000, for indemnity and prepaid plans, respectively.[35]

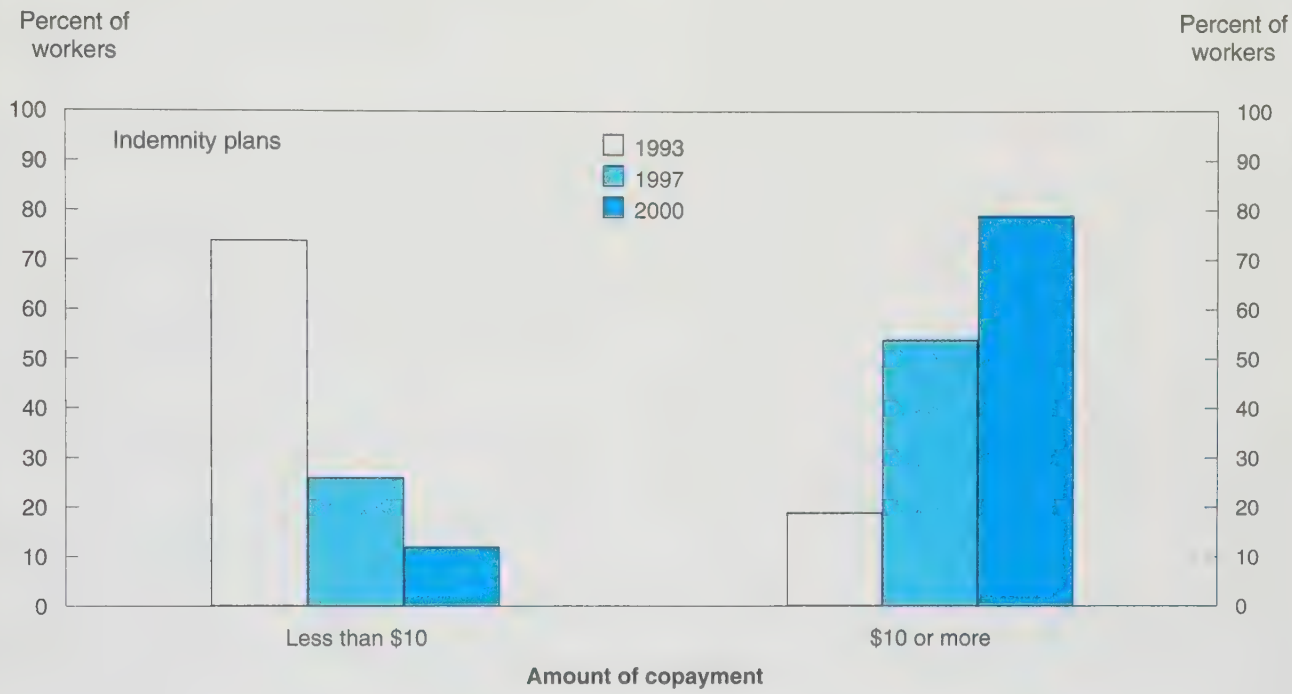
Less-often-used methods of cost containment. Coinsurance is a method of cost sharing in which the enrollee must pay a percentage of the cost of each prescription filled. For example, one coinsurance arrangement is that the plan pays 80 percent of the cost and the enrollee pays 20 percent. Despite its cost containment possibilities, relatively few plans require coinsurance. Similarly, yearly deductibles and yearly maximum reimbursement limits for prescription drugs have remained relatively uncommon among prepaid and indemnity plans over the 1993–2003 period.

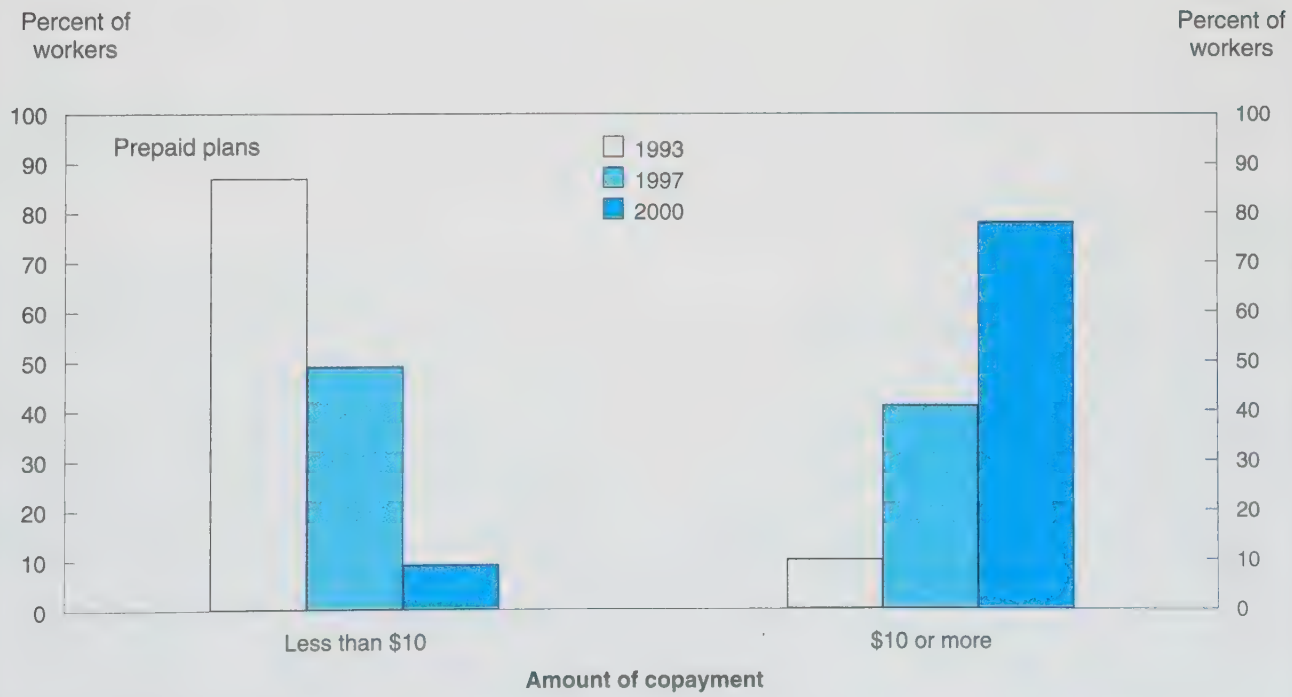
Coverage in the public sector

Private employers are not the only ones reacting to increasing prices and demand for prescription drugs. With a growing population of elderly, who are most likely to need prescription drugs for ongoing, chronic conditions and to have multiple prescriptions per individual,[36] there has been a great amount of public pressure for the Federal Government to help make prescription drugs more affordable. Prescription-drug coverage was the major initiative behind the October 2003 passage of the Medicare Reform Act, which will provide coverage for the elderly.[37] In addition, many State and municipal governments have looked into purchasing drugs for their programs more cheaply.[38] The EBS collected data on workers' benefits in State and local government establishments biannually from 1990 through 1998 (except for 1996); the NCS has collected such data since 1999, but only on private-industry establishments. Neither program surveyed workers in Federal establishments.[39]

A LOOK OVER THE PAST DECADE shows that prescription-drug coverage remains an integral part of employer-provided health plans. Although continuing to offer brand-name coverage, these plans have moved toward greater cost containment measures for prescription drugs, including the use of incentives to choose lower cost alternatives. With so many individuals covered through employer-based health plans, the effects of cost shifts from employer to employee are broad reaching. The magnitude of the effects of these shifts is beyond the scope of this study, but the effects can be seen in the aggregate data: while private health insurance spending for

Chart 5. Percentage of workers in indemnity plans, and percentage of workers in prepaid plans, subject to copayment per prescription, by amount of copayment, 1993, 1997, and 2000





prescription drugs has been one of the most rapidly increasing health care costs, it slowed in 2002 as growth in out-of-pocket spending increased. This slowdown has been attributed in part to the wider application of tiered drug formularies, which shift more of the cost to consumers.[40] Facing the tandem pressures of rising costs and increasing utilization of prescription drugs, employers will no doubt continue to use a variety of cost containment measures. To capture the latest trends, the NCS will continue to track developments in prescription-drug coverage among employer-sponsored medical plans. □

Notes

[1] Rachel Christensen Sethi, *Employee Benefit Research Institute Issue Brief No. 265*, January 2004, p. 1.

[2] Centers for Medicare and Medicaid Services, on the Internet at both **http://www.cms.hhs.gov/statistics/nhe/historical/t2.asp** and **http://www.cms.hhs.gov/statistics/nhe/historical/chart.asp**, Jan. 8, 2004 (visited Mar. 26, 2004).

[3] The All Items Consumer Price Index for All Urban Consumers (CPI-U; 1982–84 = 100) went from 145.3 in December 1993 to 184.3 in December 2003, an increase of 26.8 percent; the Medical Care CPI-U (1982–84 = 100) moved from 205.2 in 1993 to 302.1 in 2003, an increase of 47.2 percent; and the Prescription Drugs and Medical Supplies CPI-U (1982–84 = 100) grew from 225.7 in 1993 to 329.1 in 2003, an increase of 45.8 percent. (See *Consumer Price Index Detailed Report* (Bureau of Labor Statistics, December 2003), table 25, "Historical CPI for all urban consumers, 1993–2003," pp. 78–84.)

[4] For more details on the differences between the EBS and the NCS, see Allan P. Blostin, "National Compensation Survey: a wealth of benefits data," this issue, pp. 3–5. Additional information about the benefits portion of the NCS can be obtained on the Internet at **http://www.bls.gov/ncs/ebs/home.htm**.

[5] According to *National Compensation Survey: Employee Benefits in Private Industry in the United States, 2000*, Bulletin 2555 (Bureau of Labor Statistics, January 2003), table 94 (p. 79) and table 96 (p. 81), only 13 percent of part-time workers had prescription-drug coverage, while 59 percent of full-time workers had such coverage. In 2003—to pick a representative year—95 percent of the participants in medical insurance plans were full-time workers.

[6] *Employee Benefits in Small Private Establishments, 1996*, *Bulletin 2507* (Bureau of Labor Statistics, April 1999), pp. 39, 56–57; and *Employee Benefits in Medium and Large Private Establishments, 1997*, Bulletin 2517 (Bureau of Labor Statistics, September 1999), pp. 4, 42–43, 71–72.

[7] Centers for Medicare and Medicaid Services, on the Internet at **http://www.cms.hhs.gov/statistics/nhe/historical/highlights.asp**, Jan. 8, 2004 (visited Mar. 26, 2004).

[8] *Prescription Drug Trends: A Chartbook Update*, Kaiser Family Foundation, November 2001, Exhibit 13, p. 27.

[9] Sethi, *Brief No. 265*, p. 1.

[10] IMS health and expenditure data, Centers for Medicare and Medicaid Services, on the Internet at **http://www.cms.hhs.gov/statistics/nhe/default.asp**, cited in Kaiser Family Foundation, *Prescription Drug Trends*, Fact Sheet 3057–02, May 2003, on the Internet at **www.kff.org** (visited Mar. 26, 2004).

[11] "Health Spending Projections for 2002–2012," in *Health Affairs*, Feb. 7, 2003, on the Internet at **http://www.healthaffairs.org**, cited in Kaiser Family Foundation, *Prescription Drug Trends*, Fact Sheet 3057–02.

[12] Employee Benefit Research Institute, *EBRI Notes*, March 2004, Figure 3, p. 10.

[13] *Health, United States, 2003, with Chartbook on Trends in the Health of Americans* (Hyattsville, MD, National Center for Health Statistics), September 2003, table 127, pp. 326–28.

[14] *Prescription Drug Coverage, Spending, Utilization, and Prices: Report to the President* (U.S. Department of Health and Human Services, April 2000), cited in Kaiser Family Foundation, *Prescription Drug Trends*, Fact Sheet 3057–02.

[15] *Employer Costs for Employee Compensation Historical Listing (Quarterly) 2002–03* (Bureau of Labor Statistics, Feb. 26, 2004), table 3, p.11.

[16] Strazewski, Len, "Prescription Drug Cost Containment: Attacking rising health care costs one piece at a time can pay dividends," *Benefits Business*, February 2003; on the Internet at **http://www.roughnotes.com/rnmagazine/2003/february03/02p76.htm** (visited Mar. 26, 2004).

[17] The term "medical coverage" is used throughout the remainder of this article to refer to coverage for medical conditions, such as hospitalization, physician visits, and other goods and services typically covered by medical plans. Included among such coverage is that for prescription drugs. Separate coverage for dental or vision care was excluded from the analysis.

[18] *Employee Benefits in the United States, 1992–93* (Bureau of Labor Statistics, March 1995), table titled "Percent of employees participating in selected benefits, by private and public sectors and full-time and part-time status, United States, 1992–93," inside front cover; and *National Compensation Survey: Employee Benefits in Private Industry, 2003* (Bureau of Labor Statistics, forthcoming).

[19] Due to changes in survey methodology, the percentage of workers participating in medical care in 2003 excludes 8 percent of workers who had some type of coverage (medical, dental, vision, or some combination) that could not be identified in the survey data collection process. Omitting these workers may serve to exaggerate the decline in medical care coverage. In his article, "New statistics for health insurance from the National Compensation Survey" (this issue, pp. 46–50), Michael Lettau imputes a coverage type

for the 8 percent of workers with missing data. He shows that, after imputation, 51 percent of workers had medical care coverage in 2003.

[20] In-hospital drugs are prescription drugs provided to hospital patients and are usually covered under the patient's medical plan as part of hospital room and board.

[21] Information on precertification and step therapy is available on Aetna's Internet site, **http://www.aetnapharmacy.com**.

[22] Sethi, *Brief No. 265*, p. 8.

[23] *Fundamentals of Employee Benefit Programs*, 5th ed. (Washington, DC, Employee Benefit Research Institute, 1997), pp. 228–29.

[24] See, for example, *Benefit News Advisor*, Jan. 28, 2004, on the Internet at **http://www.benefitnews.com/detail.cfm?id=5554&terms=|00||ar||96||95||cards||eb||d 2||01||99||prescription||nw||97||98|** (visited May 21, 2004).

[25] Kaiser Family Foundation and Health Research and Educational Trust, *Employer Health Benefits*, 2000–03 annual surveys, as reported in Sethi, *Brief No.* 265, p. 34.

[26] *Prescription Drug Trends—a Chartbook Update* (Menlo Park, CA, and Washington, DC, Kaiser Family Foundation, November 2001), Exhibit 13, p. 27.

[27] Kaiser Family Foundation and Health Research and Educational Trust, *Employer Health Benefits*, 2000–03 annual surveys, as reported in Sethi, *Brief No. 265*, Figure 11, p. 32.

[28] See *Employee Benefits in Medium and Large Private Establishments, 1993*, Bulletin 2456 (Bureau of Labor Statistics, November 1994), table 84, p. 77; *Employee Benefits in Medium and Large Private Establishments, 1997*, table 83, p. 71; *National Compensation Survey: Employee Benefits in Private Industry in the United States, 2000*, table 34, p. 34.

[29] For more information on mail-order prescription drugs, see Cathy Baker and Natalie Kramer, "Employer-sponsored prescription drug benefits," *Monthly Labor Review*, February 1991, pp. 31–35.

[30] 2002–03 NCS data on employee participation in plans with network pharmacy incentives are not included in this article because the data did not meet BLS standards.

[31] 2002–03 NCS data on employee participation in indemnity and prepaid plans with copayments for brand-name prescription-drug coverage are not included in this article because the data did not meet BLS standards.

[32] The 1993 EBS and 2002–03 NCS published data, not on the average copayment per prescription, but rather, on the percentage of employees whose plan requires a copayment at a particular level.

[33] 2002–03 NCS data on employee participation in indemnity and prepaid plans by copayment level for brand-name prescriptions are not included in this article because the data did not meet BLS standards.

[34] Averages exclude those workers who are not required to make a copayment. The 1997 and 2000 figures are for full-time employees only, and the 1997 figure includes only workers in establishments with 100 or more employees. The 2000 and 2002–03 figures include workers in all sizes of establishments.

[35] 2002–03 NCS data on employee participation in indemnity and prepaid plans with this feature were not included in this article because the data did not meet BLS standards.

[36] Center for Financing, Access and Cost Trends, Agency for Healthcare Research and Quality, Medical Expenditure Panel Survey Household Component, 1997–2000, Figure 6, "Average Utilization for Outpatient Prescription Drugs for Those with a Purchase by Age, 1997–2000," on the Internet at **http://www.meps.ahrq.gov/papers/st21/stat21.htm** (visited Mar. 26, 2004).

[37] The Medicare Prescription Drug, Improvement, and Modernization Act of 2003, Public Law 108–173, was signed into law on December 8, 2003. For an analysis of this recently passed legislation, see "Prescription Drug Coverage for Medicare Beneficiaries: An Overview of the Medicare Prescription Drug, Improvement, and Modernization Act of 2003" (Washington, DC, Health Policy Alternatives, Inc., for the Henry J. Kaiser Family Foundation, Jan. 14, 2004).

[38] Sethi, *Brief No.* 265, pp. 6–8.

[39] When it is fully implemented, the NCS will include workers in State and local government establishments of all sizes.

[40] Centers for Medicare and Medicaid Services, Jan. 8, 2004; on the Internet at **http://www.cms.hhs.gov/statistics/nhe/historical/highlights.asp** (visited Mar. 26, 2004).

New statistics for health insurance from the National Compensation Survey

Integrating compensation programs into the NCS provides new opportunities for calculating the relationships among the percentage of employers offering health insurance, the percentage of employees participating in health insurance plans, and the cost to employers for such plans

Michael Lettau

Over the last several years, the Bureau of Labor Statistics has consolidated several of its compensation surveys into the National Compensation Survey (NCS). Combining the separate surveys into one integrated program provides greater efficiency in data collection and processing, and also provides greater flexibility in the calculation of compensation measures. Several new statistics are planned for publication from the NCS, which should give data users a more complete understanding of the compensation package a U.S. worker typically receives.

Data are available from the first collection period of the NCS. It is now possible to calculate trial estimates for the proposed statistics. This article describes the integration of the separate surveys into the NCS and presents trial statistics for health insurance.[1] The calculation of the trial statistics is just the first step in the development of the new measures. It will take some time to incorporate their calculation into the production process for regular release. Nonetheless, the statistics in this article are examples of the types of measures BLS hopes to publish in the future.

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Previous compensation surveys

The NCS combined the Employment Cost Index (ECI) Survey, the Employee Benefits Survey (EBS), and the Occupational Compensation Survey (OCS) Program. The ECI has been the most prominent of the compensation surveys. It shows employers' costs for wage and nonwage compensation relative to a base period using a Laspeyres formula.[2] Nonwage compensation covers an extensive list of employee benefits, including health insurance, pensions, paid leave, and legally-required benefits. BLS began reporting the ECI for benefits in 1981. From that time until 1995, growth in benefit compensation consistently outpaced growth in wage compensation. Then, during the second half of the 1990s, the trend reversed and benefits grew at a lower rate than wages. Since 2000, benefit costs have accelerated, growing more quickly than wages once again.[3]

As a measure of total compensation for U.S. workers, the ECI is the chief indicator of compensation inflation for the U.S. labor market. However, it does not provide any detail on the benefit packages workers receive. As a step to

providing such detail, BLS introduced the Employer Costs for Employee Compensation (ECEC) in 1987.[4] The ECEC is based on the ECI data for the current period. It reports average compensation for wages and salaries and for 19 categories of benefits. In December 2003, the ECEC for total compensation was $22.92 per hour worked for workers in private industry. Wages and salaries made up 71.9 percent of compensation, with an average of $16.49. Benefits made up the remaining 28.1 percent, with an average of $6.43. Of particular interest among the individual benefits, the cost per hour worked for health insurance averaged $1.50 in December 2003, or 23 percent of total benefit costs.

Although the ECEC provides a good summary of the relative cost for the various pieces of the benefit package a worker typically receives, it does not describe the characteristics of those benefits. Detailed characteristics of plans have historically been the purview of the Employee Benefits Survey (EBS). The EBS reported the proportion of employees who participate in benefit plans with a particular provision or characteristic. The provisions ranged from the very broad, such as whether a health plan included dental coverage, to the very specific, such as whether a medical plan's limit to inpatient alcohol detoxification coverage was measured in days rather than dollars.

The EBS provided rich detail about benefit plans, but its drawback was the lag time between data collection and the published statistics. In contrast, the ECI is reported in the month after its reference period, and the ECEC is reported shortly thereafter, so their information is quite timely. Moreover, statistics from the ECI and the EBS programs did not connect employers' costs for the benefits with the provisions of the benefit plans. The integrated NCS allows both the timelier release of some of the data in plan provisions statistics and the publication of these data that link the costs of plans to their provisions.

The integrated NCS

Some integration of the ECI and EBS predates the introduction of the National Compensation Survey. The EBS sample was made up of establishments in the ECI sample as of the August prior to the EBS reference year. Establishments also needed to satisfy the size and ownership restrictions for the year, as the EBS reported statistics for medium and large private establishments in odd-numbered years, and for small private establishments and State and local government establishments in even-numbered years.[5] After the ECI determined the composition of the EBS sample, however, their data collection was separate, which precluded combining the cost information with the provision information from the surveys.

The NCS completes the integration of the ECI and EBS. Cost, provision, and participation data will be collected by benefit plan, which allows the costs of plans to be linked with their provisions. The cost data will be updated every 3 months, as required by the ECI, for the approximate 5 years the establishment is scheduled to remain in the NCS survey. Participation rates in the benefit plans, along with some broad provisions of the plans, will be updated annually to keep the information current. The more detailed characteristics of plans take longer for BLS to collect, compile, and verify; they will be collected exclusively when the establishment initially enters the sample.

Trial statistics for health insurance

Trial statistics for health insurance were calculated based on the integrated NCS data collection. The sample is restricted to private establishments. The reference month for most of the data is June 2003; almost all of the remaining data refer to either May or July 2003. The sample of establishments matches the sample used for the NCS statistics in "Employee Benefits in Private Industry, 2003" News Release USDL: 03–489.

There are four types of trial statistics: cost per employee, access rates, participation rates, and cost per participant. The ECEC has always measured the employer costs per employee, so the cost-per-employee statistics follow the formula used for the ECEC.[6] The EBS measured participation rates in benefit plans with particular provisions, so the participation-rate statistics follow the formula used historically by the EBS.[7] Cost-per-participant statistics are new under the NCS; they equal the sum of costs among benefit plans with a particular provision divided by the total number of participants in plans with the provision.

Access-rate statistics are also new under the NCS. To understand their calculation, it is important to become familiar with the sampling scheme used by the NCS. Sampling proceeds as follows:

- Establishments are selected for the sample.
- Within each selected establishment, a small number of individual employees are selected from an employee list.
- For each selected worker, the establishment is asked to define the worker's job according to the establishment's most detailed classification system.
- Data then are collected for all workers who hold the job.

The NCS does not use individual workers as its unit of observation because the ECI needs the unit to remain intact if a worker leaves the establishment or switches to another job.

In the calculation of the access-rate statistics, all workers

in the occupation are assumed to have access to a benefit plan if the establishment offers a plan to at least one of the workers in the occupation. The access rate then equals the number of employees with access to a plan divided by the total number of employees. (See box.)

Shown below is the first set of trial statistics on health insurance for workers in private industries in 2003.[8] The bold type highlights statistics that are new under the NCS. The statistics are calculated using estimation methods that sometimes differ from the methods used for statistics published from the 2003 NCS. The units for the cost statistics are dollars per hour worked by the employee.

	Employer cost per employee	*Access rate*	*Participation rate*	*Employer cost per participant*
Health insurance plans	$1.39	–	–	–
Medical	**1.25**	**.69**	.51	**$2.44**
Stand-alone dental	**.12**	**.28**	.22	**.52**
Stand-alone vision	**.02**	**.08**	.06	**.32**

As noted, the cost per employee for health insurance is $1.39 per hour worked. This statistic corresponds conceptually to the ECEC for health insurance, which is published every 3 months.[9] Health insurance plans are then divided into three types: medical, stand-alone dental, and stand-alone vision. Medical plans that also have dental or vision coverage are included with medical to eliminate overlap among the categories. Of the employers' average cost of $1.39 per hour, about 14 cents are for nonmedical health plans.

Also shown are the access and participation rates for each type of plan. The EBS always reported participation rates, but under the NCS, the goal is for the data to be timelier, because the participation rates will be kept up-to-date. In September 2003, BLS reported participation rates in health insurance plans for the March 2003 reference date.[10] The reported rate for medical plans was 45 percent for workers in private industry. Note that this is lower than the 51 percent in the trial statistics shown above. However, in the news release, as well as in the articles by Carl Barsky and William Wiatrowski in this issue, the health plan type was not imputed if it could not be determined which type of coverage the plan included (medical, dental, vision, drug, or some combination).[11] The 8 percent of participants in a plan type that could not be determined were kept in a separate category. If the plan-type imputations are included, the participation rate in medical plans is raised to 51 percent.

As mentioned earlier, statistics on access to benefit plans are new under the NCS. For medical plans, 69 percent of workers have access to a medical plan through their occupation, which is 18 percentage points higher than the proportion of workers who participate in a medical plan.[12] Twenty-eight percent of workers have access to a stand-alone dental plan, and 8 percent have access to a stand-alone vision plan. However, dental and vision coverage are often included as part of a comprehensive health plan. The access rate to dental plans increases to 45 percent when comprehensive plans that include dental coverage are added to the stand-alone plans, and the access rate to vision plans increases to 28 percent when comprehensive plans that include vision coverage are added to the stand-alone plans.

The employer cost per participant for medical plans and for stand-alone dental and vision plans are also new under the NCS. Cost-per-employee statistics include both participants and nonparticipants, so they do not indicate whether the cost for a benefit is high because it is pervasive among workers or because it is very expensive for the few workers who receive it. This situation is clarified somewhat by the cost-per-participant statistics use of the NCS data collection by plan, as the cost-per-participant formula is compatible with describing employers' costs conditional of a particular plan provision.

Following are the June 2003 participation rates and employers costs per participant by type of medical plan for

Example of NCS microdata by benefit plan

Suppose there are 10 workers in an occupation from the NCS sample, each of whom works 2,000 hours per year. Six of the workers participate in medical plan A, two of the workers participate in medical plan B, and the remaining two workers decline medical coverage. The participation rate for the occupation in medical plans equals the sum of 6 and 2 divided by 10, which equals 0.8. Because at least one worker in the occupation participates in a medical plan, all workers in the occupation are assumed to have access to a medical plan, so the access rate equals 1.0.

Suppose the employer pays $5,000 per year for each of the six participants in plan A, and $3,000 for each of the two participants in plan B. The employer cost per employee for medical plans equals the sum of $6 \times (\$5{,}000/2{,}000)$ for plan A and $2 \times (\$3{,}000/2{,}000)$ for plans B divided by the 10 total workers in the occupation, which equals $1.80 per hour worked for the occupation. The total participants in medical plans for the job is eight, so the employer cost per participant for medical plans equals the same numerator, $6 \times (\$5{,}000/2{,}000)$ plus $2 \times (\$3{,}000/2{,}000)$, divided by 8 participants, which equals $2.25 per hour worked.

workers in all private industries. Again, the statistics are calculated using estimation methods that sometimes differ from the methods used for statistics published from the 2003 NCS. The statistics in bold are new under the NCS. The units for the cost statistics are dollars per hour worked by the employee.

	Participation rate for all employees	*Participation rate for medical participants*	*Employer cost per participant*
Medical plans	0.51	1.00	**$2.44**
Traditional indemnity	.04	.08	**2.78**
Indemnity in and out of network	.29	.56	**2.44**
Prepaid in and out of network	.08	.15	**2.50**
Prepaid in network only	.11	.21	**2.28**

The above tabulation repeats the cost per participant for medical plans of $2.44 in table 1. It then shows the cost per participant for four types of medical plans. The estimate of the employer cost per participant is the highest for traditional indemnity plans, averaging $2.78 per hour worked. Traditional indemnity plans allow the participant the choice of any provider without effect on reimbursement. A possible explanation for this plan having the highest employer cost per participant is that of the other three medical plan types, traditional indemnity plans impose the fewest cost containment measures on health providers. They continue to be relatively rare among the four types. Only 4 percent of workers participate in a traditional indemnity medical plan, which represents 8 percent of all participants in medical plans. The estimate of the employer cost per participant is the lowest for prepaid-in-network-only plans—previously classified under the EBS as a health maintenance organization (HMO)—at $2.28 on average. Under this type of plan, the enrollee is only provided coverage if he or she stays within the network of providers. The most common type of medical plan, indemnity-in-and-out-of-network—previously classified under the EBS as a preferred provider organization (PPO)—has an average cost per participant of $2.44, which is the same as the overall average. Under this plan, the enrollee may go outside the network of providers, but at a greater cost.

A recent trend in the provision of health insurance by employers has been toward employees explicitly helping to pay the cost. The following shows employee monthly premiums and employer monthly costs for workers in all private industries for June 2003. The statistics are calculated using estimation methods that sometimes differ from the methods used for statistics published from the 2003 NCS. The statistics in bold are new under NCS. The units for the cost statistics are dollars per month.

	Conditional participation rate	*Employee monthly premium*	*Employer monthly cost per participant*
Single coverage	1.00	$48	–
Not required	.26	0	–
Required	.74	65	–
Family coverage	1.00	209	–
Not required	.14	0	–
Required	.86	242	–
Selected coverage	**1.00**	**108**	**$381**

Almost three-quarters of participants are now required to contribute for single coverage, and 86 percent of participants are required to contribute for family coverage. For the average monthly premium for em ployees, the NCS survey considers the premiums for single and family coverage as separate provisions of a single health insurance plan, so both the single and family premiums contribute to the respective averages, regardless of which coverage the participants choose. The premiums for employees are then combined based on their choice between single and family coverage to show an average monthly premium for employees of $108.[13] This compares to the average employer cost per month of $381 for medical plans, which is also based on the choice of employees between single and family coverage. From the monthly averages, employees pay about 22 percent of the costs, while employers pay about 78 percent.[14]

Several years ago, BLS did a special tabulation of the share of expenditures for health insurance.[15] For 1992, employees paid 14 percent, and employers paid 86 percent. The current estimates therefore provide further evidence for the trend of employees paying more of the premiums for their insurance. The special tabulation for 1992 also showed almost no difference between small establishments and medium and large establishments in the employee share for health insurance expenditures. The June 2003 NCS data continue to show only a modest difference in the share by establishment size. The employee share for medical plans is just more than 23 percent in small establishments, and just more than 21 percent in medium and large establishments.

The ECI has always collected employer costs for an extensive list of benefits. However, the published statistics have rarely focused on the relationship among the various forms of compensation, such as how the benefit package differs for workers from different points of the wage distribution.[16] Shown below are the cost per employee, access rate, participation rate, and cost per participant for medical plans by wage quartile for workers in all private industries for June 2003. The dividing points for the quartiles are $8.49, $12.47, and $19.90.[17] The statistics are calculated using estimation methods that sometimes differ from the methods used for statistics published from the 2003 NCS. The statistics in bold are new under the NCS. The units for the cost statistics are dollars per hour worked by the employee.

	Employer cost per employee	*Access rate*	*Participation rate*	*Employer cost per employee*
1st quartile	**$0.29**	**0.35**	**0.19**	**$1.54**
2nd quartile	**.93**	**.70**	**.49**	**1.91**
3rd quartile	**1.49**	**.85**	**.65**	**2.28**
4th quartile	**2.28**	**.88**	**.72**	**3.18**

As might be expected, both the access and participation rates in medical plans increase with the wage level of the worker. However, the difference between the access rate and participation rate decreases with the wage level of the worker. About 82 percent of workers from the highest quartile with access to a medical plan participate—commonly called "take-up rate"—while only about 54 percent of workers from the lowest quartile with access to a medical plan participate. Take-up rates are the participation rates divided by the access rates.

The lower cost per employee among workers with a lower wage level is obviously due in part to their lower participation rate. Perhaps more surprising is the added role of a lower average cost for the low-wage workers who do participate in a medical plan. The estimate of the employer cost per participant more than doubles from $1.54 for workers in the first wage quartile to $3.18 for workers in the fourth wage quartile.

It is important to keep in mind that, for the classification of the wage quartiles, wage levels of workers are ranked among of all private workers, not just among workers from the same firm. It is therefore not correct to interpret differences in the participation rates and average costs as necessarily representing the discrepancy between high and low-wage workers who work for the same employer.

THE CONSOLIDATION of the separate compensation surveys into the National Compensation Survey gives BLS an opportunity to expand the number and type of compensation measures it reports. This paper uses NCS data collected on or around June 2003 to illustrate some of the new statistics planned for publication in the future. These statistics and others like them should give data users a more complete picture of the compensation package a U.S. worker typically receives. □

Notes

[1] The statistics are described as trial estimates because, as mentioned throughout the article, they use experimental calculation methods that sometimes differ from the procedures used for the statistics published from the 2003 National Compensation Survey.

[2] See Appendix A of *Employment Cost Indexes, 1975–99*, Bulletin 2532 (Bureau of Labor Statistics, September 2000).

[3] See the BLS Compensation Cost Trends website, **http://www.bls.gov/ncs/ect/home.htm**, for historical trends in the ECI.

[4] For a description of the calculation of the ECEC, see Appendix A of *Employer Costs for Employee Compensation, 1986–99*, Bulletin 2526 (Bureau of Labor Statistics, March 2000).

[5] The EBS defined establishments with fewer than 100 employees as small, and establishments with at least 100 employees as medium or large.

[6] See Appendix A of *Employer Costs for Employee Compensation, 1986–99*, Bulletin 2526 (Bureau of Labor Statistics, March 2000).

[7] See Appendix A of *National Compensation Survey: Employee Benefits in Private Industry in the United States, 2000*, Bulletin 2555 (Bureau of Labor Statistics, January 2003).

[8] Standard errors have not been calculated for the trial statistics. Consequently, none of the statistical inferences made in this article have been verified by a statistical test.

[9] The published ECEC for health insurance among private industry workers equals $1.45 for June 2003. The sample used for the statistics in this paper is a subset of the ECEC sample, consisting of the more recent entrants into the NCS survey. The restriction on the sample appears to cause the slightly lower average cost. It does not appear to result from procedural differences in the estimation, such as the changed procedure for imputing missing cost information.

[10] See *Employee Benefits in Private Industry, 2003*, USDL: 03–489 (Bureau of Labor Statistics) Sept.17, 2003.

[11] See the articles by Carl B. Barsky, "Incidence benefits measures in the National Compensation Survey" and by William J. Wiatrowski, "Medical and retirement plan coverage: exploring the decline in recent years" in this issue.

Imputation refers to the process of filling in values when an establishment provides only partial information about the compensation packages their employees receive. The statistics in this article are calculated using an experimental procedure for imputing a missing plan type and other missing data elements.

[12] BLS reported the access rate to medical plans as 60 percent for March 2003, but again the plans for which the type could not be determined were kept as a separate category, which explains the lower rate. See *National Compensation Survey: Employee Benefits in Private Industry in the United States, March 2003*, Summary 04–02 (Bureau of Labor Statistics, April 2004).

[13] The NCS collects data on employees' selection of the coverage option for some, but not all, health insurance plans. Ideally, BLS field economists collect the employer and employee premiums and the number of participants for each coverage option of a health insurance plan. However, if the establishment is unable or unwilling to provide such detailed information, the fallback is to collect the establishment's expenditure on health insurance for the relevant group of workers. When expenditure data are collected, the split between single and family coverage will not be available. Therefore, the available data are used to impute the single/family split.

[14] The share from table 3 is based on the employer and employee costs for medical insurance, rather than employer and employee premiums. The article by Jordan Pfuntner, "New benefits data from the National Compensation Survey" in this issue discusses the difference between costs and premiums. See *National Compensation Survey: Employee Benefits in Private Industry in the United States, March 2003*, Summary 04–02 (Bureau of Labor Statistics, April 2004) for estimates of the employee and employer shares based on single and family premiums.

[15] See *Expenditures for Health Care Plans by Employers and Employees, 1992*, USDL: 93–560 (Bureau of Labor Statistics) Dec. 20, 1993.

[16] For the first time, the news releases for the 2003 National Compensation Survey reported the provisions of benefit plans for workers from an occupation within an establishment with an average wage rate above and below $15.

[17] The dividing points between the wage quartiles are generally lower than those reported in the supplemental tables to the July 2002 NCS bulletin for national wage rates. This is due in part to the NCS statistics in the supplemental tables being weighted by weekly hours, so the wage rates for full-time workers receive more weight than the wage rates for part-time workers. The supplemental tables for July 2002 are on the Internet at **http://www.bls.gov/ncs/ocs/sp/ncbl0540.pdf**

Temporary help in Georgia

Many analyses of temporary workers are conducted at a very high level of aggregation, perhaps focusing on the potential of the employment series for the temporary help industry to act as a leading indicator of labor market conditions. Other reports focus on the experiences of individual workers, perhaps suggesting that being a "temp" fosters instability or, conversely, that temping may allow individuals to try on different occupations and employers and find a better and more productive fit in the labor force.

In a report in the Federal Reserve Bank of Atlanta's *Econ South*, Julie Hotchkiss walks a very useful middle path. Using unemployment insurance system wage records from the Georgia Department of Labor, she looks at temporary work through the experiences of a relatively large number of individuals.

As many studies have pointed out, aggregate employment in the temporary help services industry is very volatile compared with the rest of the economy. Hotchkiss confirms this finding, "In Georgia, only 64 percent of the workers employed in temporary help services in 2000Q1 were employed in 2002Q4, after the recession. In comparison, about 80 percent of Georgia's workers in manufacturing and other services and about 74 percent of workers in retail trade were still employed after the recession."

Similarly, workers who were in temporary services before the recession spent an average of 2.3 quarters unemployed during the downturn. In contrast, manufacturing employees were unemployed for an average of 1.1 month, retail trade employees for 1.5 month, and other service industry workers, 1.2 month.

Even among those temporary workers who were employed as of the fourth quarter of 2002, three-quarters were employed by a different firm than the one they were employed in when the recession began. This was a far higher rate of employer change than was recorded for workers in the other industries. However, another unique feature of temporary help employment was that workers in that industry that did change jobs actually made a bit more, on average, in the fourth quarter of 2002 than they had made at their old jobs and those that stayed with the same employer, made a bit less. Hotchkiss concluded, "For many workers, temporary employment provides an entrée into a more permanent position, but, as seen here, that path may prove to be quite rocky."

Family in the fast track

Whether women can have both careers and children (either sequentially or simultaneously) is an issue that evolved over the course of the last century. In "The Long Road to the Fast Track: Career and Family" (NBER Working Paper No. 10331), Claudia Goldin of Harvard University traces this evolution by considering five different cohorts of college graduate women.

The first cohort graduated at the beginning of the 20th century and had a career or a family, but rarely both. The next cohort graduated between the end of World War I and the end of World War II, and tended to have a job and then a family. Women who graduated college between 1946 and the mid-1960s are the third cohort; they often had a family and then a job; according to Goldin's estimates, only 17 percent of this group had no children by age 40, by far the lowest percentage of all five cohorts. The fourth cohort—graduates from the late 1960s to the late 1970s—often strived to have career first and then family.

Goldin says most about the two most recent cohorts, in part because she can analyze National Longitudinal Survey data that include these groups of college graduate women. Using NLS data, she finds that that 13 to 18 percent of the fourth cohort achieved "career then family" by the time they reached 40. (She gives a range because the percentage depends upon how career is defined.)

Women in the fifth and most recent cohort in Goldin's study, graduated college from about 1980 to 1990, typically had the objective of combining career and family at the same time. According to Goldin's analysis, 21 to 28 percent actually realized that goal by age 40. In contrast, 45 to 55 percent of men college graduates in the same age group were able to combine career and family by age 40. Goldin notes, "But even though men managed to achieve career and family about two times as often as women, this is probably the lowest that figure has been in U.S. history."

Structural change in New York

Like the issue of temporary help, structural change is perhaps most often addressed at a very high level of aggregation—the Nation as a whole, for example. The effects of restructuring—especially the employment and displacement effects, generally are felt most acutely, however, at the State and local level. Erica L. Groshen, Simon Potter, and Rebecca J. Sela provide a detailed analysis of how restructuring has affected New York State in the June issue of Current Issues in Economic and Finance from the New York Fed.

Using a method Groshen and Potter applied to the national economy in a 2003 report (see our September 2003 précis), the authors find that the share industries that experience structural change during recent downturns is much higher than it was during the downturns of the 1970s and 1980s. The authors conclude that the New York economy experienced much greater degrees of structural change in the national recessions of the mid-1970s, early 1990s, and, most recently, 2001. As a result, the downturns in the New York economy that were associated with those recessions were of significantly greater duration than were the recessions at the national level. □

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This section of the *Review* presents the principal statistical series collected and calculated by the Bureau of Labor Statistics: series on labor force; employment; unemployment; labor compensation; consumer, producer, and international prices; productivity; international comparisons; and injury and illness statistics. In the notes that follow, the data in each group of tables are briefly described; key definitions are given; notes on the data are set forth; and sources of additional information are cited.

General notes

The following notes apply to several tables in this section:

Seasonal adjustment. Certain monthly and quarterly data are adjusted to eliminate the effect on the data of such factors as climatic conditions, industry production schedules, opening and closing of schools, holiday buying periods, and vacation practices, which might prevent short-term evaluation of the statistical series. Tables containing data that have been adjusted are identified as "seasonally adjusted." (All other data are not seasonally adjusted.) Seasonal effects are estimated on the basis of current and past experiences. When new seasonal factors are computed each year, revisions may affect seasonally adjusted data for several preceding years.

Seasonally adjusted data appear in tables 1–14, 17–21, 48, and 52. Seasonally adjusted labor force data in tables 1 and 4–9 were revised in the February 2004 issue of the *Review*. Seasonally adjusted establishment survey data shown in tables 1, 12–14, and 17 were revised in the March 2004 *Review*. A brief explanation of the seasonal adjustment methodology appears in "Notes on the data."

Revisions in the productivity data in table 54 are usually introduced in the September issue. Seasonally adjusted indexes and percent changes from month-to-month and quarter-to-quarter are published for numerous Consumer and Producer Price Index series. However, seasonally adjusted indexes are not published for the U.S. average All-Items CPI. Only seasonally adjusted percent changes are available for this series.

Adjustments for price changes. Some data—such as the "real" earnings shown in table 14—are adjusted to eliminate the effect of changes in price. These adjustments are made by dividing current-dollar values by the Consumer Price Index or the appropriate component of the index, then multiplying by 100. For example, given a current hourly wage rate of $3 and a current price index number of 150, where 1982 = 100, the hourly rate expressed in 1982 dollars is $2 ($3/150 x 100 = $2). The $2 (or any other resulting values) are described as "real," "constant," or "1982" dollars.

Sources of information

Data that supplement the tables in this section are published by the Bureau in a variety of sources. Definitions of each series and notes on the data are contained in later sections of these Notes describing each set of data. For detailed descriptions of each data series, see *BLS Handbook of Methods*, Bulletin 2490. Users also may wish to consult *Major Programs of the Bureau of Labor Statistics*, Report 919. News releases provide the latest statistical information published by the Bureau; the major recurring releases are published according to the schedule appearing on the back cover of this issue.

More information about labor force, employment, and unemployment data and the household and establishment surveys underlying the data are available in the Bureau's monthly publication, *Employment and Earnings*. Historical unadjusted and seasonally adjusted data from the household survey are available on the Internet:

http://www.bls.gov/cps/

Historically comparable unadjusted and seasonally adjusted data from the establishment survey also are available on the Internet:

http://www.bls.gov/ces/

Additional information on labor force data for areas below the national level are provided in the BLS annual report, *Geographic Profile of Employment and Unemployment*.

For a comprehensive discussion of the Employment Cost Index, see *Employment Cost Indexes and Levels, 1975–95*, BLS Bulletin 2466. The most recent data from the Employee Benefits Survey appear in the following Bureau of Labor Statistics bulletins: *Employee Benefits in Medium and Large Firms; Employee Benefits in Small Private Establishments;* and *Employee Benefits in State and Local Governments*.

More detailed data on consumer and producer prices are published in the monthly periodicals, *The CPI Detailed Report* and *Producer Price Indexes*. For an overview of the 1998 revision of the CPI, see the December 1996 issue of the *Monthly Labor Review*. Additional data on international prices appear in monthly news releases.

Listings of industries for which productivity indexes are available may be found on the Internet:

http://www.bls.gov/lpc/

For additional information on international comparisons data, see *International Comparisons of Unemployment*, Bulletin 1979.

Detailed data on the occupational injury and illness series are published in *Occupational Injuries and Illnesses in the United States, by Industry*, a BLS annual bulletin.

Finally, the *Monthly Labor Review* carries analytical articles on annual and longer term developments in labor force, employment, and unemployment; employee compensation and collective bargaining; prices; productivity; international comparisons; and injury and illness data.

Symbols

n.e.c. = not elsewhere classified.
n.e.s. = not elsewhere specified.
p = preliminary. To increase the timeliness of some series, preliminary figures are issued based on representative but incomplete returns.
r = revised. Generally, this revision reflects the availability of later data, but also may reflect other adjustments.

Comparative Indicators

(Tables 1–3)

Comparative indicators tables provide an overview and comparison of major BLS statistical series. Consequently, although many of the included series are available monthly, all measures in these comparative tables are presented quarterly and annually.

Labor market indicators include employment measures from two major surveys and information on rates of change in compensation provided by the Employment Cost Index (ECI) program. The labor force participation rate, the employment-population ratio, and unemployment rates for major demographic groups based on the Current Population ("household") Survey are presented, while measures of employment and average weekly hours by major industry sector are given using nonfarm payroll data. The Employment Cost Index (compensation), by major sector and by bargaining status, is chosen from a variety of BLS compensation and wage measures because it provides a comprehensive measure of employer costs for hiring labor, not just outlays for wages, and it is not affected by employment shifts among occupations and industries.

Data on **changes in compensation, prices, and productivity** are presented in

table 2. Measures of rates of change of compensation and wages from the Employment Cost Index program are provided for all civilian nonfarm workers (excluding Federal and household workers) and for all private nonfarm workers. Measures of changes in consumer prices for all urban consumers; producer prices by stage of processing; overall prices by stage of processing; and overall export and import price indexes are given. Measures of productivity (output per hour of all persons) are provided for major sectors.

Alternative measures of wage and compensation rates of change, which reflect the overall trend in labor costs, are summarized in table 3. Differences in concepts and scope, related to the specific purposes of the series, contribute to the variation in changes among the individual measures.

Notes on the data

Definitions of each series and notes on the data are contained in later sections of these notes describing each set of data.

Employment and Unemployment Data

(Tables 1; 4–29)

Household survey data

Description of the series

Employment data in this section are obtained from the Current Population Survey, a program of personal interviews conducted monthly by the Bureau of the Census for the Bureau of Labor Statistics. The sample consists of about 60,000 households selected to represent the U.S. population 16 years of age and older. Households are interviewed on a rotating basis, so that three-fourths of the sample is the same for any 2 consecutive months.

Definitions

Employed persons include (1) all those who worked for pay any time during the week which includes the 12th day of the month or who worked unpaid for 15 hours or more in a family-operated enterprise and (2) those who were temporarily absent from their regular jobs because of illness, vacation, industrial dispute, or similar reasons. A person working at more than one job is counted only in the job at which he or she worked the greatest number of hours.

Unemployed persons are those who did not work during the survey week, but were available for work except for temporary illness and had looked for jobs within the preceding 4 weeks. Persons who did not look for work because they were on layoff are also counted among the unemployed. **The unemployment rate** represents the number unemployed as a percent of the civilian labor force.

The **civilian labor force** consists of all employed or unemployed persons in the civilian noninstitutional population. Persons **not in the labor force** are those not classified as employed or unemployed. This group includes discouraged workers, defined as persons who want and are available for a job and who have looked for work sometime in the past 12 months (or since the end of their last job if they held one within the past 12 months), but are not currently looking, because they believe there are no jobs available or there are none for which they would qualify. The **civilian noninstitutional population** comprises all persons 16 years of age and older who are not inmates of penal or mental institutions, sanitariums, or homes for the aged, infirm, or needy. The **civilian labor force participation** rate is the proportion of the civilian noninstitutional population that is in the labor force. The **employment-population ratio** is employment as a percent of the civilian noninstitutional population.

Notes on the data

From time to time, and especially after a decennial census, adjustments are made in the Current Population Survey figures to correct for estimating errors during the intercensal years. These adjustments affect the comparability of historical data. A description of these adjustments and their effect on the various data series appears in the Explanatory Notes of *Employment and Earnings*. For a discussion of changes introduced in January 2003, see "Revisions to the Current Population Survey Effective in January 2003" in the February 2003 issue of *Employment and Earnings* (available on the BLS Web site at: **http://www.bls.gov/cps/rvcps03.pdf**).

Effective in January 2003, BLS began using the X-12 ARIMA seasonal adjustment program to seasonally adjust national labor force data. This program replaced the X-11 ARIMA program which had been used since January 1980. See "Revision of Seasonally Adjusted Labor Force Series in 2003," in the February 2003 issue of *Employment and Earnings* (available on the BLS Web site at **http:www.bls.gov/cps/cpsrs.pdf**) for a discussion of the introduction of the use of X-12 ARIMA for seasonal adjustment of the labor force data and the effects that it had on the data.

At the beginning of each calendar year, historical seasonally adjusted data usually are revised, and projected seasonal adjustment factors are calculated for use during the January–June period. The historical seasonally adjusted data usually are revised for only the most recent 5 years. In July, new seasonal adjustment factors, which incorporate the experience through June, are produced for the July–December period, but no revisions are made in the historical data.

FOR ADDITIONAL INFORMATION on national household survey data, contact the Division of Labor Force Statistics: (202) 691–6378.

Establishment survey data

Description of the series

Employment, hours, and earnings data in this section are compiled from payroll records reported monthly on a voluntary basis to the Bureau of Labor Statistics and its cooperating State agencies by about 160,000 businesses and government agencies, which represent approximately 400,000 individual worksites and represent all industries except agriculture. The active CES sample covers approximately one-third of all nonfarm payroll workers. Industries are classified in accordance with the 2002 North American Industry Classification System. In most industries, the sampling probabilities are based on the size of the establishment; most large establishments are therefore in the sample. (An establishment is not necessarily a firm; it may be a branch plant, for example, or warehouse.) Self-employed persons and others not on a regular civilian payroll are outside the scope of the survey because they are excluded from establishment records. This largely accounts for the difference in employment figures between the household and establishment surveys.

Definitions

An **establishment** is an economic unit which produces goods or services (such as a factory or store) at a single location and is engaged in one type of economic activity.

Employed persons are all persons who received pay (including holiday and sick pay) for any part of the payroll period including the 12th day of the month. Persons holding more than one job (about 5 percent of all persons in the labor force) are counted

in each establishment which reports them.

Production workers in the goods-producing industries cover employees, up through the level of working supervisors, who engage directly in the manufacture or construction of the establishment's product. In private service-providing industries, data are collected for nonsupervisory workers, which include most employees except those in executive, managerial, and supervisory positions. Those workers mentioned in tables 11–16 include production workers in manufacturing and natural resources and mining; construction workers in construction; and nonsupervisory workers in all private service-providing industries. Production and nonsupervisory workers account for about four-fifths of the total employment on private nonagricultural payrolls.

Earnings are the payments production or nonsupervisory workers receive during the survey period, including premium pay for overtime or late-shift work but excluding irregular bonuses and other special payments. **Real earnings** are earnings adjusted to reflect the effects of changes in consumer prices. The deflator for this series is derived from the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W).

Hours represent the average weekly hours of production or nonsupervisory workers for which pay was received, and are different from standard or scheduled hours. **Overtime hours** represent the portion of average weekly hours which was in excess of regular hours and for which overtime premiums were paid.

The **Diffusion Index** represents the percent of industries in which employment was rising over the indicated period, plus one-half of the industries with unchanged employment; 50 percent indicates an equal balance between industries with increasing and decreasing employment. In line with Bureau practice, data for the 1-, 3-, and 6-month spans are seasonally adjusted, while those for the 12-month span are unadjusted. Table 17 provides an index on private nonfarm employment based on 278 industries, and a manufacturing index based on 84 industries. These indexes are useful for measuring the dispersion of economic gains or losses and are also economic indicators.

Notes on the data

Establishment survey data are annually adjusted to comprehensive counts of employment (called "benchmarks"). The March 2003 benchmark was introduced in February 2004 with the release of data for January 2004, published in the March 2004 issue of the *Review*. With the release in June 2003, CES completed a conversion from the Standard Industrial Classification (SIC) system to the North American Industry Classification System (NAICS) and completed the transition from its original quota sample design to a probability-based sample design. The industry-coding update included reconstruction of historical estimates in order to preserve time series for data users. Normally 5 years of seasonally adjusted data are revised with each benchmark revision. However, with this release, the entire new time series history for all CES data series were re-seasonally adjusted due to the NAICS conversion, which resulted in the revision of all CES time series.

Also in June 2003, the CES program introduced concurrent seasonal adjustment for the national establishment data. Under this methodology, the first preliminary estimates for the current reference month and the revised estimates for the 2 prior months will be updated with concurrent factors with each new release of data. Concurrent seasonal adjustment incorporates all available data, including first preliminary estimates for the most current month, in the adjustment process. For additional information on all of the changes introduced in June 2003, see the June 2003 issue of *Employment and Earnings* and "Recent changes in the national Current Employment Statistics survey," *Monthly Labor Review*, June 2003, pp. 3–13.

Revisions in State data (table 11) occurred with the publication of January 2003 data. For information on the revisions for the State data, see the March and May 2003 issues of *Employment and Earnings*, and "Recent changes in the State and Metropolitan Area CES survey," *Monthly Labor Review*, June 2003, pp. 14–19.

Beginning in June 1996, the BLS uses the X-12-ARIMA methodology to seasonally adjust establishment survey data. This procedure, developed by the Bureau of the Census, controls for the effect of varying survey intervals (also known as the 4- versus 5-week effect), thereby providing improved measurement of over-the-month changes and underlying economic trends. Revisions of data, usually for the most recent 5-year period, are made once a year coincident with the benchmark revisions.

In the establishment survey, estimates for the most recent 2 months are based on incomplete returns and are published as preliminary in the tables (12–17 in the *Review*). When all returns have been received, the estimates are revised and published as "final" (prior to any benchmark revisions) in the third month of their appearance. Thus, December data are published as preliminary in January and February and as final in March. For the same reasons, quarterly establishment data (table 1) are preliminary for the first 2 months of publication and final in the third month. Fourth-quarter data are published as preliminary in January and February and as final in March.

FOR ADDITIONAL INFORMATION on establishment survey data, contact the Division of Current Employment Statistics: (202) 691–6555.

Unemployment data by State

Description of the series

Data presented in this section are obtained from the Local Area Unemployment Statistics (LAUS) program, which is conducted in cooperation with State employment security agencies.

Monthly estimates of the labor force, employment, and unemployment for States and sub-State areas are a key indicator of local economic conditions, and form the basis for determining the eligibility of an area for benefits under Federal economic assistance programs such as the Job Training Partnership Act. Seasonally adjusted unemployment rates are presented in table 10. Insofar as possible, the concepts and definitions underlying these data are those used in the national estimates obtained from the CPS.

Notes on the data

Data refer to State of residence. Monthly data for all States and the District of Columbia are derived using standardized procedures established by BLS. Once a year, estimates are revised to new population controls, usually with publication of January estimates, and benchmarked to annual average CPS levels.

FOR ADDITIONAL INFORMATION on data in this series, call (202) 691–6392 (table 10) or (202) 691–6559 (table 11).

Quarterly Census of Employment and Wages

Description of the series

Employment, wage, and establishment data in this section are derived from the quarterly tax reports submitted to State employment security agencies by private and State and local government employers sub-

ject to State unemployment insurance (UI) laws and from Federal, agencies subject to the Unemployment Compensation for Federal Employees (UCFE) program. Each quarter, State agencies edit and process the data and send the information to the Bureau of Labor Statistics.

The Quarterly Census of Employment and Wages (QCEW) data, also referred as ES-202 data, are the most complete enumeration of employment and wage information by industry at the national, State, metropolitan area, and county levels. They have broad economic significance in evaluating labor market trends and major industry developments.

Definitions

In general, the Quarterly Census of Employment and Wages monthly employment data represent the number of **covered workers** who worked during, or received pay for, the pay period that included the 12th day of the month. **Covered private industry employment** includes most corporate officials, executives, supervisory personnel, professionals, clerical workers, wage earners, piece workers, and part-time workers. It excludes proprietors, the unincorporated self-employed, unpaid family members, and certain farm and domestic workers. Certain types of nonprofit employers, such as religious organizations, are given a choice of coverage or exclusion in a number of States. Workers in these organizations are, therefore, reported to a limited degree.

Persons on paid sick leave, paid holiday, paid vacation, and the like, are included. Persons on the payroll of more than one firm during the period are counted by each UI-subject employer if they meet the employment definition noted earlier. The employment count excludes workers who earned no wages during the entire applicable pay period because of work stoppages, temporary layoffs, illness, or unpaid vacations.

Federal employment data are based on reports of monthly employment and quarterly wages submitted each quarter to State agencies for all Federal installations with employees covered by the Unemployment Compensation for Federal Employees (UCFE) program, except for certain national security agencies, which are omitted for security reasons. Employment for all Federal agencies for any given month is based on the number of persons who worked during or received pay for the pay period that included the 12th of the month.

An **establishment** is an economic unit, such as a farm, mine, factory, or store, that produces goods or provides services. It is typically at a single physical location and engaged in one, or predominantly one, type of economic activity for which a single industrial classification may be applied. Occasionally, a single physical location encompasses two or more distinct and significant activities. Each activity should be reported as a separate establishment if separate records are kept and the various activities are classified under different NAICS industries.

Most employers have only one establishment; thus, the establishment is the predominant reporting unit or statistical entity for reporting employment and wages data. Most employers, including State and local governments who operate more than one establishment in a State, file a Multiple Worksite Report each quarter, in addition to their quarterly UI report. The Multiple Worksite Report is used to collect separate employment and wage data for each of the employer's establishments, which are not detailed on the UI report. Some very small multi-establishment employers do not file a Multiple Worksite Report. When the total employment in an employer's secondary establishments (all establishments other than the largest) is 10 or fewer, the employer generally will file a consolidated report for all establishments. Also, some employers either cannot or will not report at the establishment level and thus aggregate establishments into one consolidated unit, or possibly several units, though not at the establishment level.

For the Federal Government, the reporting unit is the **installation**: a single location at which a department, agency, or other government body has civilian employees. Federal agencies follow slightly different criteria than do private employers when breaking down their reports by installation. They are permitted to combine as a single statewide unit: 1) all installations with 10 or fewer workers, and 2) all installations that have a combined total in the State of fewer than 50 workers. Also, when there are fewer than 25 workers in all secondary installations in a State, the secondary installations may be combined and reported with the major installation. Last, if a Federal agency has fewer than five employees in a State, the agency headquarters office (regional office, district office) serving each State may consolidate the employment and wages data for that State with the data reported to the State in which the headquarters is located. As a result of these reporting rules, the number of reporting units is always larger than the number of employers (or government agencies) but smaller than the number of actual establishments (or installations).

Data reported for the first quarter are tabulated into **size** categories ranging from worksites of very small size to those with 1,000 employees or more. The size category is determined by the establishment's March employment level. It is important to note that each establishment of a multi-establishment firm is tabulated separately into the appropriate size category. The total employment level of the reporting multi-establishment firm is not used in the size tabulation.

Covered employers in most States report total **wages** paid during the calendar quarter, regardless of when the services were performed. A few State laws, however, specify that wages be reported for, or based on the period during which services are performed rather than the period during which compensation is paid. Under most State laws or regulations, wages include bonuses, stock options, the cash value of meals and lodging, tips and other gratuities, and, in some States, employer contributions to certain deferred compensation plans such as 401(k) plans.

Covered employer contributions for old-age, survivors, and disability insurance (OASDI), health insurance, unemployment insurance, workers' compensation, and private pension and welfare funds are not reported as wages. Employee contributions for the same purposes, however, as well as money withheld for income taxes, union dues, and so forth, are reported even though they are deducted from the worker's gross pay.

Wages of covered Federal workers represent the gross amount of all payrolls for all pay periods ending within the quarter. This includes cash allowances, the cash equivalent of any type of remuneration, severance pay, withholding taxes, and retirement deductions. Federal employee remuneration generally covers the same types of services as for workers in private industry.

Average annual wage per employee for any given industry are computed by dividing total annual wages by annual average employment. A further division by 52 yields average weekly wages per employee. Annual pay data only approximate annual earnings because an individual may not be employed by the same employer all year or may work for more than one employer at a time.

Average weekly or annual wage is affected by the ratio of full-time to part-time workers as well as the number of individuals in high-paying and low-paying occupations. When average pay levels between States and industries are compared, these factors should be taken into consideration. For example, industries characterized by high proportions of part-time workers will

show average wage levels appreciably less than the weekly pay levels of regular full-time employees in these industries. The opposite effect characterizes industries with low proportions of part-time workers, or industries that typically schedule heavy weekend and overtime work. Average wage data also may be influenced by work stoppages, labor turnover rates, retroactive payments, seasonal factors, bonus payments, and so on.

Notes on the data

Beginning with the release of data for 2001, publications presenting data from the Covered Employment and Wages program have switched to the 2002 version of the North American Industry Classification System (NAICS) as the basis for the assignment and tabulation of economic data by industry. NAICS is the product of a cooperative effort on the part of the statistical agencies of the United States, Canada, and Mexico. Due to difference in NAICS and Standard Industrial Classification (SIC) structures, industry data for 2001 is not comparable to the SIC-based data for earlier years.

Effective January 2001, the program began assigning Indian Tribal Councils and related establishments to local government ownership. This BLS action was in response to a change in Federal law dealing with the way Indian Tribes are treated under the Federal Unemployment Tax Act. This law requires federally recognized Indian Tribes to be treated similarly to State and local governments. In the past, the Covered Employment and Wage (CEW) program coded Indian Tribal Councils and related establishments in the private sector. As a result of the new law, CEW data reflects significant shifts in employment and wages between the private sector and local government from 2000 to 2001. Data also reflect industry changes. Those accounts previously assigned to civic and social organizations were assigned to tribal governments. There were no required industry changes for related establishments owned by these Tribal Councils. These tribal business establishments continued to be coded according to the economic activity of that entity.

To insure the highest possible quality of data, State employment security agencies verify with employers and update, if necessary, the industry, location, and ownership classification of all establishments on a 3-year cycle. Changes in establishment classification codes resulting from the verification process are introduced with the data reported for the first quarter of the year. Changes resulting from improved employer reporting also are introduced in the first quarter. For these reasons, some data, especially at more detailed geographic levels, may not be strictly comparable with earlier years.

County definitions are assigned according to Federal Information Processing Standards Publications as issued by the National Institute of Standards and Technology. Areas shown as counties include those designated as independent cities in some jurisdictions and, in Alaska, those areas designated by the Census Bureau where counties have not been created. County data also are presented for the New England States for comparative purposes, even though townships are the more common designation used in New England (and New Jersey).

The Office of Management and Budget (OMB) defines metropolitan areas for use in Federal statistical activities and updates these definitions as needed. Data in this table use metropolitan area criteria established by OMB in definitions issued June 30, 1999 (OMB Bulletin No. 99-04). These definitions reflect information obtained from the 1990 Decennial Census and the 1998 U.S. Census Bureau population estimate. A complete list of metropolitan area definitions is available from the National Technical Information Service (NTIS), Document Sales, 5205 Port Royal Road, Springfield, Va. 22161, telephone 1-800-553-6847.

OMB defines metropolitan areas in terms of entire counties, except in the six New England States where they are defined in terms of cities and towns. New England data in this table, however, are based on a county concept defined by OMB as New England County Metropolitan Areas (NECMA) because county-level data are the most detailed available from the Quarterly Census of Employment and Wages. The NECMA is a county-based alternative to the city- and town-based metropolitan areas in New England. The NECMA for a Metropolitan Statistical Area (MSA) include: (1) the county containing the first-named city in that MSA title (this county may include the first-named cities of other MSA, and (2) each additional county having at least half its population in the MSA in which first-named cities are in the county identified in step 1. The NECMA is officially defined areas that are meant to be used by statistical programs that cannot use the regular metropolitan area definitions in New England.

FOR ADDITIONAL INFORMATION on the covered employment and wage data, contact the Division of Administrative Statistics and Labor Turnover at (202) 691–6567.

Job Openings and Labor Turnover Survey

Description of the series

Data for the **Job Openings and Labor Turnover Survey** (JOLTS) are collected and compiled from a sample of 16,000 business establishments. Each month, data are collected for total employment, job openings, hires, quits, layoffs and discharges, and other separations. The JOLTS program covers all private nonfarm establishments such as factories, offices, and stores, as well as Federal, State, and local government entities in the 50 States and the District of Columbia. The JOLTS sample design is a random sample drawn from a universe of more than eight million establishments compiled as part of the operations of the Quarterly Census of Employment and Wages, or QCEW, program. This program includes all employers subject to State unemployment insurance (UI) laws and Federal agencies subject to Unemployment Compensation for Federal Employees (UCFE).

The sampling frame is stratified by ownership, region, industry sector, and size class. Large firms fall into the sample with virtual certainty. JOLTS total employment estimates are controlled to the employment estimates of the Current Employment Statistics (CES) survey. A ratio of CES to JOLTS employment is used to adjust the levels for all other JOLTS data elements. Rates then are computed from the adjusted levels.

The monthly JOLTS data series begin with December 2000. Not seasonally adjusted data on job openings, hires, total separations, quits, layoffs and discharges, and other separations levels and rates are available for the total nonfarm sector, 16 private industry divisions and 2 government divisions based on the North American Industry Classification System (NAICS), and four geographic regions. Seasonally adjusted data on job openings, hires, total separations, and quits levels and rates are available for the total nonfarm sector, selected industry sectors, and four geographic regions.

Definitions

Establishments submit **job openings** information for the last business day of the reference month. A job opening requires that (1) a specific position exists and there is work available for that position; and (2) work could start within 30 days regardless of whether a suitable candidate is found; and (3) the employer is actively recruiting from outside the establishment to fill the position. Included are full-time, part-time, permanent,

short-term, and seasonal openings. Active recruiting means that the establishment is taking steps to fill a position by advertising in newspapers or on the Internet, posting help-wanted signs, accepting applications, or using other similar methods.

Jobs to be filled only by internal transfers, promotions, demotions, or recall from layoffs are excluded. Also excluded are jobs with start dates more than 30 days in the future, jobs for which employees have been hired but have not yet reported for work, and jobs to be filled by employees of temporary help agencies, employee leasing companies, outside contractors, or consultants. The job openings rate is computed by dividing the number of job openings by the sum of employment and job openings, and multiplying that quotient by 100.

Hires are the total number of additions to the payroll occurring at any time during the reference month, including both new and rehired employees and full-time and part-time, permanent, short-term and seasonal employees, employees recalled to the location after a layoff lasting more than 7 days, on-call or intermittent employees who returned to work after having been formally separated, and transfers from other locations. The hires count does not include transfers or promotions within the reporting site, employees returning from strike, employees of temporary help agencies or employee leasing companies, outside contractors, or consultants. The hires rate is computed by dividing the number of hires by employment, and multiplying that quotient by 100.

Separations are the total number of terminations of employment occurring at any time during the reference month, and are reported by type of separation—quits, layoffs and discharges, and other separations. Quits are voluntary separations by employees (except for retirements, which are reported as other separations). Layoffs and discharges are involuntary separations initiated by the employer and include layoffs with no intent to rehire, formal layoffs lasting or expected to last more than 7 days, discharges resulting from mergers, downsizing, or closings, firings or other discharges for cause, terminations of permanent or short-term employees, and terminations of seasonal employees. Other separations include retirements, transfers to other locations, deaths, and separations due to disability. Separations do not include transfers within the same location or employees on strike.

The separations rate is computed by dividing the number of separations by employment, and multiplying that quotient by 100. The quits, layoffs and discharges, and other separations rates are computed similarly, dividing the number by employment and multiplying by 100.

Notes on the data

The JOLTS data series on job openings, hires, and separations are relatively new. The full sample is divided into panels, with one panel enrolled each month. A full complement of panels for the original data series based on the 1987 Standard Industrial Classification (SIC) system was not completely enrolled in the survey until January 2002. The supplemental panels of establishments needed to create NAICS estimates were not completely enrolled until May 2003. The data collected up until those points are from less than a full sample. Therefore, estimates from earlier months should be used with caution, as fewer sampled units were reporting data at that time.

In March 2002, BLS procedures for collecting hires and separations data were revised to address possible underreporting. As a result, JOLTS hires and separations estimates for months prior to March 2002 may not be comparable with estimates for March 2002 and later.

The Federal Government reorganization that involved transferring approximately 180,000 employees to the new Department of Homeland Security is not reflected in the JOLTS hires and separations estimates for the Federal Government. The Office of Personnel Management's record shows these transfers were completed in March 2003. The inclusion of transfers in the JOLTS definitions of hires and separations is intended to cover ongoing movements of workers between establishments. The Department of Homeland Security reorganization was a massive one-time event, and the inclusion of these intergovernmental transfers would distort the Federal Government time series.

Data users should note that seasonal adjustment of the JOLTS series is conducted with fewer data observations than is customary. The historical data, therefore, may be subject to larger than normal revisions. Because the seasonal patterns in economic data series typically emerge over time, the standard use of moving averages as seasonal filters to capture these effects requires longer series than are currently available. As a result, the stable seasonal filter option is used in the seasonal adjustment of the JOLTS data. When calculating seasonal factors, this filter takes an average for each calendar month after detrending the series. The stable seasonal filter assumes that the seasonal factors are fixed; a necessary assumption until sufficient data are available. When the stable seasonal filter is no longer needed, other program features also may be introduced, such as outlier adjustment and extended diagnostic testing. Additionally, it is expected that more series, such as layoffs and discharges and additional industries, may be seasonally adjusted when more data are available.

JOLTS hires and separations estimates cannot be used to exactly explain net changes in payroll employment. Some reasons why it is problematic to compare changes in payroll employment with JOLTS hires and separations, especially on a monthly basis, are: (1) the reference period for payroll employment is the pay period including the 12th of the month, while the reference period for hires and separations is the calendar month; and (2) payroll employment can vary from month to month simply because part-time and on-call workers may not always work during the pay period that includes the 12th of the month. Additionally, research has found that some reporters systematically underreport separations relative to hires due to a number of factors, including the nature of their payroll systems and practices. The shortfall appears to be about 2 percent or less over a 12-month period.

FOR ADDITIONAL INFORMATION on the Job Openings and Labor Turnover Survey, contact the Division of Administrative Statistics and Labor Turnover at (202) 961-5870.

Compensation and Wage Data

(Tables 1–3; 30–36)

Compensation and waged data are gathered by the Bureau from business establishments, State and local governments, labor unions, collective bargaining agreements on file with the Bureau, and secondary sources.

Employment Cost Index

Description of the series

The **Employment Cost Index** (ECI) is a quarterly measure of the rate of change in compensation per hour worked and includes wages, salaries, and employer costs of employee benefits. It uses a fixed market basket of labor—similar in concept to the Consumer Price Index's fixed market basket of goods and services—to measure change over time in employer costs of employing labor.

Statistical series on total compensation

costs, on wages and salaries, and on benefit costs are available for private nonfarm workers excluding proprietors, the self-employed, and household workers. The total compensation costs and wages and salaries series are also available for State and local government workers and for the civilian nonfarm economy, which consists of private industry and State and local government workers combined. Federal workers are excluded.

The Employment Cost Index probability sample consists of about 4,400 private nonfarm establishments providing about 23,000 occupational observations and 1,000 State and local government establishments providing 6,000 occupational observations selected to represent total employment in each sector. On average, each reporting unit provides wage and compensation information on five well-specified occupations. Data are collected each quarter for the pay period including the 12th day of March, June, September, and December.

Beginning with June 1986 data, fixed employment weights from the 1980 Census of Population are used each quarter to calculate the civilian and private indexes and the index for State and local governments. (Prior to June 1986, the employment weights are from the 1970 Census of Population.) These fixed weights, also used to derive all of the industry and occupation series indexes, ensure that changes in these indexes reflect only changes in compensation, not employment shifts among industries or occupations with different levels of wages and compensation. For the bargaining status, region, and metropolitan/nonmetropolitan area series, however, employment data by industry and occupation are not available from the census. Instead, the 1980 employment weights are reallocated within these series each quarter based on the current sample. Therefore, these indexes are not strictly comparable to those for the aggregate, industry, and occupation series.

Definitions

Total compensation costs include wages, salaries, and the employer's costs for employee benefits.

Wages and salaries consist of earnings before payroll deductions, including production bonuses, incentive earnings, commissions, and cost-of-living adjustments.

Benefits include the cost to employers for paid leave, supplemental pay (including nonproduction bonuses), insurance, retirement and savings plans, and legally required benefits (such as Social Security, workers' compensation, and unemployment insurance).

Excluded from wages and salaries and employee benefits are such items as payment-in-kind, free room and board, and tips.

Notes on the data

The Employment Cost Index for changes in wages and salaries in the private nonfarm economy was published beginning in 1975. Changes in total compensation cost—wages and salaries and benefits combined—were published beginning in 1980. The series of changes in wages and salaries and for total compensation in the State and local government sector and in the civilian nonfarm economy (excluding Federal employees) were published beginning in 1981. Historical indexes (June 1981=100) are available on the Internet:

http://www.bls.gov/ect/

FOR ADDITIONAL INFORMATION on the Employment Cost Index, contact the Office of Compensation Levels and Trends: (202) 691–6199.

Employee Benefits Survey

Description of the series

Employee benefits data are obtained from the Employee Benefits Survey, an annual survey of the incidence and provisions of selected benefits provided by employers. The survey collects data from a sample of approximately 9,000 private sector and State and local government establishments. The data are presented as a percentage of employees who participate in a certain benefit, or as an average benefit provision (for example, the average number of paid holidays provided to employees per year). Selected data from the survey are presented in table 34 for medium and large private establishments and in table 35 for small private establishments and State and local government.

The survey covers paid leave benefits such as holidays and vacations, and personal, funeral, jury duty, military, family, and sick leave; short-term disability, long-term disability, and life insurance; medical, dental, and vision care plans; defined benefit and defined contribution plans; flexible benefits plans; reimbursement accounts; and unpaid family leave.

Also, data are tabulated on the incidence of several other benefits, such as severance pay, child-care assistance, wellness programs, and employee assistance programs.

Definitions

Employer-provided benefits are benefits that are financed either wholly or partly by the employer. They may be sponsored by a union or other third party, as long as there is some employer financing. However, some benefits that are fully paid for by the employee also are included. For example, long-term care insurance and postretirement life insurance paid entirely by the employee are included because the guarantee of insurability and availability at group premium rates are considered a benefit.

Participants are workers who are covered by a benefit, whether or not they use that benefit. If the benefit plan is financed wholly by employers and requires employees to complete a minimum length of service for eligibility, the workers are considered participants whether or not they have met the requirement. If workers are required to contribute towards the cost of a plan, they are considered participants only if they elect the plan and agree to make the required contributions.

Defined benefit pension plans use predetermined formulas to calculate a retirement benefit (if any), and obligate the employer to provide those benefits. Benefits are generally based on salary, years of service, or both.

Defined contribution plans generally specify the level of employer and employee contributions to a plan, but not the formula for determining eventual benefits. Instead, individual accounts are set up for participants, and benefits are based on amounts credited to these accounts.

Tax-deferred savings plans are a type of defined contribution plan that allow participants to contribute a portion of their salary to an employer-sponsored plan and defer income taxes until withdrawal.

Flexible benefit plans allow employees to choose among several benefits, such as life insurance, medical care, and vacation days, and among several levels of coverage within a given benefit.

Notes on the data

Surveys of employees in medium and large establishments conducted over the 1979–86 period included establishments that employed at least 50, 100, or 250 workers, depending on the industry (most service industries were excluded). The survey conducted in 1987 covered only State and local governments with 50 or more employ-

ees. The surveys conducted in 1988 and 1989 included medium and large establishments with 100 workers or more in private industries. All surveys conducted over the 1979–89 period excluded establishments in Alaska and Hawaii, as well as part-time employees.

Beginning in 1990, surveys of State and local governments and small private establishments were conducted in even-numbered years, and surveys of medium and large establishments were conducted in odd-numbered years. The small establishment survey includes all private nonfarm establishments with fewer than 100 workers, while the State and local government survey includes all governments, regardless of the number of workers. All three surveys include full- and part-time workers, and workers in all 50 States and the District of Columbia.

FOR ADDITIONAL INFORMATION on the Employee Benefits Survey, contact the Office of Compensation Levels and Trends on the Internet:

http://www.bls.gov/ebs/

Work stoppages

Description of the series

Data on work stoppages measure the number and duration of major strikes or lockouts (involving 1,000 workers or more) occurring during the month (or year), the number of workers involved, and the amount of work time lost because of stoppage. These data are presented in table 36.

Data are largely from a variety of published sources and cover only establishments directly involved in a stoppage. They do not measure the indirect or secondary effect of stoppages on other establishments whose employees are idle owing to material shortages or lack of service.

Definitions

Number of stoppages: The number of strikes and lockouts involving 1,000 workers or more and lasting a full shift or longer.

Workers involved: The number of workers directly involved in the stoppage.

Number of days idle: The aggregate number of workdays lost by workers involved in the stoppages.

Days of idleness as a percent of estimated working time: Aggregate workdays lost as a percent of the aggregate number of standard workdays in the period multiplied by total employment in the period.

Notes on the data

This series is not comparable with the one terminated in 1981 that covered strikes involving six workers or more.

FOR ADDITIONAL INFORMATION on work stoppages data, contact the Office of Compensation and Working Conditions: (202) 691–6282, or the Internet:

http:/www.bls.gov/cba/

Price Data

(Tables 2; 37–47)

Price data are gathered by the Bureau of Labor Statistics from retail and primary markets in the United States. Price indexes are given in relation to a base period—December 2003 = 100 for many Producer Price Indexes (unless otherwise noted), 1982–84 = 100 for many Consumer Price Indexes (unless otherwise noted), and 1990 = 100 for International Price Indexes.

Consumer Price Indexes

Description of the series

The **Consumer Price Index** (CPI) is a measure of the average change in the prices paid by urban consumers for a fixed market basket of goods and services. The CPI is calculated monthly for two population groups, one consisting only of urban households whose primary source of income is derived from the employment of wage earners and clerical workers, and the other consisting of all urban households. The wage earner index (CPI-W) is a continuation of the historic index that was introduced well over a half-century ago for use in wage negotiations. As new uses were developed for the CPI in recent years, the need for a broader and more representative index became apparent. The all-urban consumer index (CPI-U), introduced in 1978, is representative of the 1993–95 buying habits of about 87 percent of the noninstitutional population of the United States at that time, compared with 32 percent represented in the CPI-W. In addition to wage earners and clerical workers, the CPI-U covers professional, managerial, and technical workers, the self-employed, short-term workers, the unemployed, retirees, and others not in the labor force.

The CPI is based on prices of food, clothing, shelter, fuel, drugs, transportation fares, doctors' and dentists' fees, and other goods and services that people buy for day-to-day living. The quantity and quality of these items are kept essentially unchanged between major revisions so that only price changes will be measured. All taxes directly associated with the purchase and use of items are included in the index.

Data collected from more than 23,000 retail establishments and 5,800 housing units in 87 urban areas across the country are used to develop the "U.S. city average." Separate estimates for 14 major urban centers are presented in table 38. The areas listed are as indicated in footnote 1 to the table. The area indexes measure only the average change in prices for each area since the base period, and do not indicate differences in the level of prices among cities.

Notes on the data

In January 1983, the Bureau changed the way in which homeownership costs are meaured for the CPI-U. A rental equivalence method replaced the asset-price approach to homeownership costs for that series. In January 1985, the same change was made in the CPI-W. The central purpose of the change was to separate shelter costs from the investment component of homeownership so that the index would reflect only the cost of shelter services provided by owner-occupied homes. An updated CPI-U and CPI-W were introduced with release of the January 1987 and January 1998 data.

FOR ADDITIONAL INFORMATION, contact the Division of Prices and Price Indexes: (202) 691–7000.

Producer Price Indexes

Description of the series

Producer Price Indexes (PPI) measure average changes in prices received by domestic producers of commodities in all stages of processing. The sample used for calculating these indexes currently contains about 3,200 commodities and about 80,000 quotations per month, selected to represent the movement of prices of all commodities produced in the manufacturing; agriculture, forestry, and fishing; mining; and gas and electricity and public utilities sectors. The stage-of-processing structure of PPI organizes products by class of buyer and degree of fabrication (that is, finished goods, intermediate goods, and crude materials). The traditional commodity structure of PPI organizes products by similarity of end use or material composition. The industry and product structure of PPI organizes data in accordance with the 2002 North American Industry Classification System and product codes developed by the U.S. Census Bureau.

To the extent possible, prices used in calculating Producer Price Indexes apply to the first significant commercial transaction in the United States from the production or central marketing point. Price data are generally collected monthly, primarily by mail questionnaire. Most prices are obtained directly from producing companies on a voluntary and confidential basis. Prices generally are reported for the Tuesday of the week containing the 13th day of the month.

Since January 1992, price changes for the various commodities have been averaged together with implicit quantity weights representing their importance in the total net selling value of all commodities as of 1987. The detailed data are aggregated to obtain indexes for stage-of-processing groupings, commodity groupings, durability-of-product groupings, and a number of special composite groups. All Producer Price Index data are subject to revision 4 months after original publication.

FOR ADDITIONAL INFORMATION, contact the Division of Industrial Prices and Price Indexes: (202) 691–7705.

International Price Indexes

Description of the series

The **International Price Program** produces monthly and quarterly export and import price indexes for nonmilitary goods and services traded between the United States and the rest of the world. The export price index provides a measure of price change for all products sold by U.S. residents to foreign buyers. ("Residents" is defined as in the national income accounts; it includes corporations, businesses, and individuals, but does not require the organizations to be U.S. owned nor the individuals to have U.S. citizenship.) The import price index provides a measure of price change for goods purchased from other countries by U.S. residents.

The product universe for both the import and export indexes includes raw materials, agricultural products, semifinished manufactures, and finished manufactures, including both capital and consumer goods. Price data for these items are collected primarily by mail questionnaire. In nearly all cases, the data are collected directly from the exporter or importer, although in a few cases, prices are obtained from other sources.

To the extent possible, the data gathered refer to prices at the U.S. border for exports and at either the foreign border or the U.S. border for imports. For nearly all products, the prices refer to transactions completed during the first week of the month. Survey respondents are asked to indicate all discounts, allowances, and rebates applicable to the reported prices, so that the price used in the calculation of the indexes is the actual price for which the product was bought or sold.

In addition to general indexes of prices for U.S. exports and imports, indexes are also published for detailed product categories of exports and imports. These categories are defined according to the five-digit level of detail for the Bureau of Economic Analysis End-use Classification, the three-digit level for the Standard International Trade Classification (SITC), and the four-digit level of detail for the Harmonized System. Aggregate import indexes by country or region of origin are also available.

BLS publishes indexes for selected categories of internationally traded services, calculated on an international basis and on a balance-of-payments basis.

Notes on the data

The export and import price indexes are weighted indexes of the Laspeyres type. The trade weights currently used to compute both indexes relate to 2000.

Because a price index depends on the same items being priced from period to period, it is necessary to recognize when a product's specifications or terms of transaction have been modified. For this reason, the Bureau's questionnaire requests detailed descriptions of the physical and functional characteristics of the products being priced, as well as information on the number of units bought or sold, discounts, credit terms, packaging, class of buyer or seller, and so forth. When there are changes in either the specifications or terms of transaction of a product, the dollar value of each change is deleted from the total price change to obtain the "pure" change. Once this value is determined, a linking procedure is employed which allows for the continued repricing of the item.

FOR ADDITIONAL INFORMATION, contact the Division of International Prices: (202) 691–7155.

Productivity Data

(Tables 2; 48–51)

Business and major sectors

Description of the series

The productivity measures relate real output to real input. As such, they encompass a family of measures which include single-factor input measures, such as output per hour, output per unit of labor input, or output per unit of capital input, as well as measures of multifactor productivity (output per unit of combined labor and capital inputs). The Bureau indexes show the change in output relative to changes in the various inputs. The measures cover the business, nonfarm business, manufacturing, and nonfinancial corporate sectors.

Corresponding indexes of hourly compensation, unit labor costs, unit nonlabor payments, and prices are also provided.

Definitions

Output per hour of all persons (labor productivity) is the quantity of goods and services produced per hour of labor input. **Output per unit of capital services** (capital productivity) is the quantity of goods and services produced per unit of capital services input. **Multifactor productivity** is the quantity of goods and services produced per combined inputs. For private business and private nonfarm business, inputs include labor and capital units. For manufacturing, inputs include labor, capital, energy, nonenergy materials, and purchased business services.

Compensation per hour is total compensation divided by hours at work. Total compensation equals the wages and salaries of employees plus employers' contributions for social insurance and private benefit plans, plus an estimate of these payments for the self-employed (except for nonfinancial corporations in which there are no self-employed). **Real compensation per hour** is compensation per hour deflated by the change in the Consumer Price Index for All Urban Consumers.

Unit labor costs are the labor compensation costs expended in the production of a unit of output and are derived by dividing compensation by output. **Unit nonlabor payments** include profits, depreciation, interest, and indirect taxes per unit of output. They are computed by subtracting compensation of all persons from current-dollar value of output and dividing by output.

Unit nonlabor costs contain all the components of unit nonlabor payments except unit profits.

Unit profits include corporate profits with inventory valuation and capital consumption adjustments per unit of output.

Hours of all persons are the total hours at work of payroll workers, self-employed persons, and unpaid family workers.

Labor inputs are hours of all persons adjusted for the effects of changes in the education and experience of the labor force.

Capital services are the flow of services from the capital stock used in production. It is developed from measures of the net stock of physical assets—equipment, structures, land, and inventories—weighted by rental prices for each type of asset.

Combined units of labor and capital inputs are derived by combining changes in labor and capital input with weights which represent each component's share of total cost. Combined units of labor, capital, energy, materials, and purchased business services are similarly derived by combining changes in each input with weights that represent each input's share of total costs. The indexes for each input and for combined units are based on changing weights which are averages of the shares in the current and preceding year (the Tornquist index-number formula).

Notes on the data

Business sector output is an annually-weighted index constructed by excluding from real gross domestic product (GDP) the following outputs: general government, nonprofit institutions, paid employees of private households, and the rental value of owner-occupied dwellings. Nonfarm business also excludes farming. Private business and private nonfarm business further exclude government enterprises. The measures are supplied by the U.S. Department of Commerce's Bureau of Economic Analysis. Annual estimates of manufacturing sectoral output are produced by the Bureau of Labor Statistics. Quarterly manufacturing output indexes from the Federal Reserve Board are adjusted to these annual output measures by the BLS. Compensation data are developed from data of the Bureau of Economic Analysis and the Bureau of Labor Statistics. Hours data are developed from data of the Bureau of Labor Statistics.

The productivity and associated cost measures in tables 48–51 describe the relationship between output in real terms and the labor and capital inputs involved in its production. They show the changes from period to period in the amount of goods and services produced per unit of input.

Although these measures relate output to hours and capital services, they do not measure the contributions of labor, capital, or any other specific factor of production. Rather, they reflect the joint effect of many influences, including changes in technology; shifts in the composition of the labor force; capital investment; level of output; changes in the utilization of capacity, energy, material, and research and development; the organization of production; managerial skill; and characteristics and efforts of the work force.

FOR ADDITIONAL INFORMATION on this productivity series, contact the Division of Productivity Research: (202) 691–5606.

Industry productivity measures

Description of the series

The BLS industry productivity indexes measure the relationship between output and inputs for selected industries and industry groups, and thus reflect trends in industry efficiency over time. Industry measures include labor productivity, multifactor productivity, compensation, and unit labor costs.

The industry measures differ in methodology and data sources from the productivity measures for the major sectors because the industry measures are developed independently of the National Income and Product Accounts framework used for the major sector measures.

Definitions

Output per hour is derived by dividing an index of industry output by an index of labor input. For most industries, **output** indexes are derived from data on the value of industry output adjusted for price change. For the remaining industries, output indexes are derived from data on the physical quantity of production.

The **labor input** series is based on the hours of all workers or, in the case of some transportation industries, on the number of employees. For most industries, the series consists of the hours of all employees. For some trade and services industries, the series also includes the hours of partners, proprietors, and unpaid family workers.

Unit labor costs represent the labor compensation costs per unit of output produced, and are derived by dividing an index of labor compensation by an index of output. **Labor compensation** includes payroll as well as supplemental payments, including both legally required expenditures and payments for voluntary programs.

Multifactor productivity is derived by dividing an index of industry output by an index of combined inputs consumed in producing that output. **Combined inputs** include capital, labor, and intermediate purchases. The measure of **capital input** represents the flow of services from the capital stock used in production. It is developed from measures of the net stock of physical assets—equipment, structures, land, and inventories. The measure of **intermediate purchases** is a combination of purchased materials, services, fuels, and electricity.

Notes on the data

The industry measures are compiled from data produced by the Bureau of Labor Statistics and the Census Bureau, with additional data supplied by other government agencies, trade associations, and other sources.

FOR ADDITIONAL INFORMATION on this series, contact the Division of Industry Productivity Studies: (202) 691–5618.

International Comparisons

(Tables 52–54)

Labor force and unemployment

Description of the series

Tables 52 and 53 present comparative measures of the labor force, employment, and unemployment approximating U.S. concepts for the United States, Canada, Australia, Japan, and six European countries. The labor force statistics published by other industrial countries are not, in most cases, comparable to U.S. concepts. Therefore, the Bureau adjusts the figures for selected countries, for all known major definitional differences, to the extent that data to prepare adjustments are available. Although precise comparability may not be achieved, these adjusted figures provide a better basis for international comparisons than the figures regularly published by each country. For further information on adjustments and comparability issues, see Constance Sorrentino, "International unemployment rates: how comparable are they?" *Monthly Labor Review*, June 2000, pp. 3–20 (available on the BLS Web site at **http://www.bls.gov/opub/mlr/2000/06/art1full.pdf**).

Definitions

For the principal U.S. definitions of the labor force, employment, and unemployment, see the Notes section on Employment and

Unemployment Data: Household survey data.

Notes on the data

The foreign country data are adjusted as closely as possible to U.S. concepts, with the exception of lower age limits and the treatment of layoffs. These adjustments include, but are not limited to: including older persons in the labor force by imposing no upper age limit, adding unemployed students to the unemployed, excluding the military and family workers working fewer than 15 hours from the employed, and excluding persons engaged in passive job search from the unemployed.

Data for the United States relate to the population 16 years of age and older. The U.S. concept of the working age population has no upper age limit. The adjusted to U.S. concepts statistics have been adapted, insofar as possible, to the age at which compulsory schooling ends in each country, and the Swedish statistics have been adjusted to include persons older than the Swedish upper age limit of 64 years. The adjusted statistics presented here relate to the population 16 years of age and older in France, Sweden, and the United Kingdom; 15 years of age and older in Australia, Japan, Germany, Italy, and the Netherlands. An exception to this rule is that the Canadian statistics are adjusted to cover the population 16 years of age and older, whereas the age at which compulsory schooling ends remains at 15 years. In the labor force participation rates and employment-population ratios, the denominator is the civilian noninstitutionalized working age population, except that the institutionalized working age population is included in Japan and Germany.

In the United States, the unemployed include persons who are not employed and who were actively seeking work during the reference period, as well as persons on layoff. Persons waiting to start a new job who were actively seeking work during the reference period are counted as unemployed under U.S. concepts; if they were not actively seeking work, they are not counted in the labor force. In some countries, persons on layoff are classified as employed due to their strong job attachment. No adjustment is made for the countries that classify those on layoff as employed. In the United States, as in Australia and Japan, passive job seekers are not in the labor force; job search must be active, such as placing or answering advertisements, contacting employers directly,or registering with an employment agency (simply reading ads is not enough to qualify as active search). Canada and the European countries classify passive jobseekers as unemployed. An adjustment is made to exclude them in Canada, but not in the European countries where the phenomenon is less prevalent. Persons waiting to start a new job are counted among the unemployed for all other countries, whether or not they were actively seeking work.

The figures for one or more recent years for France, Germany, and the Netherlands are calculated using adjustment factors based on labor force surveys for earlier years and are considered preliminary. The recent year measures for these countries are therefore subject to revision whenever more current labor force surveys become available.

There are breaks in series for the United States (1994, 1997, 1998, 1999, 2000, 2003), Australia (2001), and Germany (1999).

For the United States, beginning in 1994, data are not strictly comparable for prior years because of the introduction of a major redesign of the labor force survey questionnaire and collection methodology. The redesign effect has been estimated to increase the overall unemployment rate by 0.1 percentage point. Other breaks noted relate to changes in population controls that had virtually no effect on unemployment rates.

For a description of all the changes in the U.S. labor force survey over time and their impact, see Historical Comparability in the "Household Data" section of the BLS publication *Employment and Earnings* (available on the BLS Web site at **http://www.bls.gov/cps/eetech_methods.pdf**).

For Australia, the 2001 break reflects the introduction in April 2001 of a redesigned labor force survey that allowed for a closer application of International Labor Office guidelines for the definitions of labor force statistics. The Australian Bureau of Statistics revised their data so there is no break in the employment series. However, the reclassification of persons who had not actively looked for work because they were waiting to begin a new job from "not in the labor force" to "unemployed" could only be incorporated for April 2001 forward. This reclassification diverges from the U.S. definition where persons waiting to start a new job but not actively seeking work are not counted in the labor force. The impact of the reclassification was an increase in the unemployment rate by 0.1 percentage point in 2001.

For Germany, the 1999 break reflects the incorporation of an improved method of data calculation and a change in coverage to persons living in private households only.

For further qualifications and historical data, see *Comparative Civilian Labor Force Statistics, Ten Countries*, on the BLS Web site at **http://www.bls.gov/fls/flslforc.pdf**

FOR ADDITIONAL INFORMATION on this series, contact the Division of Foreign Labor Statistics: (202) 691-5654 or **flshelp@bls.gov**

Manufacturing productivity and labor costs

Description of the series

Table 54 presents comparative indexes of manufacturing labor productivity (output per hour), output, total hours, compensation per hour, and unit labor costs for the United States, Canada, Japan, and nine European countries. These measures are trend comparisons—that is, series that measure changes over time—rather than level comparisons. There are greater technical problems in comparing the levels of manufacturing output among countries.

BLS constructs the comparative indexes from three basic aggregate measures—output, total labor hours, and total compensation. The hours and compensation measures refer to all employed persons (wage and salary earners plus self-employed persons and unpaid family workers) in the United States, Canada, Japan, France, Germany, Norway, and Sweden, and to all employees (wage and salary earners) in the other countries.

Definitions

Output, in general, refers to value added in manufacturing from the national accounts of each country. However, the output series for Japan prior to 1970 is an index of industrial production, and the national accounts measures for the United Kingdom are essentially identical to their indexes of industrial production.

The 1977–97 output data for the United States are the gross product originating (value added) measures prepared by the Bureau of Economic Analysis of the U.S. Department of Commerce. Comparable manufacturing output data currently are not available prior to 1977.

U.S. gross product originating is a chain-type annual-weighted series. (For more information on the U.S. measure, see Robert E. Yuskavage, "Improved Estimates of Gross Product by Industry, 1959–94," *Survey of Current Business*, August 1996, pp. 133–55.) The Japanese value added series is based upon one set of fixed price weights for the years 1970 through 1997. Output series for the other foreign economies also employ fixed price weights, but the weights are updated periodically (for example, every 5 or 10 years).

To preserve the comparability of the U.S. measures with those for other economies, BLS uses gross product originating in manufacturing for the United States for these comparative measures. The gross product originating series differs from the manufacturing output series that BLS publishes in its news releases on quarterly measures of U.S. productivity and costs (and that underlies the measures that appear in tables 48 and 50 in this section). The quarterly measures are on a "sectoral output" basis, rather than a value-added basis. Sectoral output is gross output less intrasector transactions.

Total labor hours refers to hours worked in all countries. The measures are developed from statistics of manufacturing employment and average hours. The series used for France (from 1970 forward), Norway, and Sweden are official series published with the national accounts. Where official total hours series are not available, the measures are developed by BLS using employment figures published with the national accounts, or other comprehensive employment series, and estimates of annual hours worked. For Germany, BLS uses estimates of average hours worked developed by a research institute connected to the Ministry of Labor for use with the national accounts employment figures. For the other countries, BLS constructs its own estimates of average hours.

An hours series is not available for Denmark after 1993; therefore, the BLS measure of labor input for Denmark ends in 1993.

Total compensation (labor cost) includes all payments in cash or in-kind made directly to employees plus employer expenditures for legally required insurance programs and contractual and private benefit plans. The measures are from the national accounts of each country, except those for Belgium, which are developed by BLS using statistics on employment, average hours, and hourly compensation. For Canada, France, and Sweden, compensation is increased to account for other significant taxes on payroll or employment. For the United Kingdom, compensation is reduced between 1967 and 1991 to account for employment-related subsidies. Self-employed workers are included in the all-employed-persons measures by assuming that their hourly compensation is equal to the average for wage and salary employees.

Notes on the data

In general, the measures relate to total manufacturing as defined by the International Standard Industrial Classification. However, the measures for France (for all years) and Italy (beginning in 1970) refer to mining and manufacturing less energy-related products, and the measures for Denmark include mining and exclude manufacturing handicrafts from 1960 to 1966.

The measures for recent years may be based on current indicators of manufacturing output (such as industrial production indexes), employment, average hours, and hourly compensation until national accounts and other statistics used for the long-term measures become available.

FOR ADDITIONAL INFORMATION on this series, contact the Division of Foreign Labor Statistics: (202) 691–5654.

Occupational Injury and Illness Data

(Tables 55–56)

Survey of Occupational Injuries and Illnesses

Description of the series

The Survey of Occupational Injuries and Illnesses collects data from employers about their workers' job-related nonfatal injuries and illnesses. The information that employers provide is based on records that they maintain under the Occupational Safety and Health Act of 1970. Self-employed individuals, farms with fewer than 11 employees, employers regulated by other Federal safety and health laws, and Federal, State, and local government agencies are excluded from the survey.

The survey is a Federal-State cooperative program with an independent sample selected for each participating State. A stratified random sample with a Neyman allocation is selected to represent all private industries in the State. The survey is stratified by Standard Industrial Classification and size of employment.

Definitions

Under the Occupational Safety and Health Act, employers maintain records of nonfatal work-related injuries and illnesses that involve one or more of the following: loss of consciousness, restriction of work or motion, transfer to another job, or medical treatment other than first aid.

Occupational injury is any injury such as a cut, fracture, sprain, or amputation that results from a work-related event or a single, instantaneous exposure in the work environment.

Occupational illness is an abnormal condition or disorder, other than one resulting from an occupational injury, caused by exposure to factors associated with employment. It includes acute and chronic illnesses or disease which may be caused by inhalation, absorption, ingestion, or direct contact.

Lost workday injuries and illnesses are cases that involve days away from work, or days of restricted work activity, or both.

Lost workdays include the number of workdays (consecutive or not) on which the employee was either away from work or at work in some restricted capacity, or both, because of an occupational injury or illness. BLS measures of the number and incidence rate of lost workdays were discontinued beginning with the 1993 survey. The number of days away from work or days of restricted work activity does not include the day of injury or onset of illness or any days on which the employee would not have worked, such as a Federal holiday, even though able to work.

Incidence rates are computed as the number of injuries and/or illnesses or lost work days per 100 full-time workers.

Notes on the data

The definitions of occupational injuries and illnesses are from *Recordkeeping Guidelines for Occupational Injuries and Illnesses* (U.S. Department of Labor, Bureau of Labor Statistics, September 1986).

Estimates are made for industries and employment size classes for total recordable cases, lost workday cases, days away from work cases, and nonfatal cases without lost workdays. These data also are shown separately for injuries. Illness data are available for seven categories: occupational skin diseases or disorders, dust diseases of the lungs, respiratory conditions due to toxic agents, poisoning (systemic effects of toxic agents), disorders due to physical agents (other than toxic materials), disorders associated with repeated trauma, and all other occupational illnesses.

The survey continues to measure the number of new work-related illness cases which are recognized, diagnosed, and reported during the year. Some conditions, for example, long-term latent illnesses caused by exposure to carcinogens, often are difficult to relate to the workplace and are not adequately recognized and reported. These long-term latent ill-

nesses are believed to be understated in the survey's illness measure. In contrast, the overwhelming majority of the reported new illnesses are those which are easier to directly relate to workplace activity (for example, contact dermatitis and carpal tunnel syndrome).

Most of the estimates are in the form of incidence rates, defined as the number of injuries and illnesses per 100 equivalent full-time workers. For this purpose, 200,000 employee hours represent 100 employee years (2,000 hours per employee). Full detail on the available measures is presented in the annual bulletin, *Occupational Injuries and Illnesses: Counts, Rates, and Characteristics.*

Comparable data for more than 40 States and territories are available from the BLS Office of Safety, Health and Working Conditions. Many of these States publish data on State and local government employees in addition to private industry data.

Mining and railroad data are furnished to BLS by the Mine Safety and Health Administration and the Federal Railroad Administration. Data from these organizations are included in both the national and State data published annually.

With the 1992 survey, BLS began publishing details on serious, nonfatal incidents resulting in days away from work. Included are some major characteristics of the injured and ill workers, such as occupation, age, gender, race, and length of service, as well as the circumstances of their injuries and illnesses (nature of the disabling condition, part of body affected, event and exposure, and the source directly producing the condition). In general, these data are available nationwide for detailed industries and for individual States at more aggregated industry levels.

FOR ADDITIONAL INFORMATION on occupational injuries and illnesses, contact the Office of Occupational Safety, Health and Working Conditions at (202) 691–6180, or access the Internet at:

http://www.bls.gov/iif/

Census of Fatal Occupational Injuries

The Census of Fatal Occupational Injuries compiles a complete roster of fatal job-related injuries, including detailed data about the fatally injured workers and the fatal events. The program collects and cross checks fatality information from multiple sources, including death certificates, State and Federal workers' compensation reports, Occupational Safety and Health Administration and Mine Safety and Health Administration records, medical examiner and autopsy reports, media accounts, State motor vehicle fatality records, and follow-up questionnaires to employers.

In addition to private wage and salary workers, the self-employed, family members, and Federal, State, and local government workers are covered by the program. To be included in the fatality census, the decedent must have been employed (that is working for pay, compensation, or profit) at the time of the event, engaged in a legal work activity, or present at the site of the incident as a requirement of his or her job.

Definition

A fatal work injury is any intentional or unintentional wound or damage to the body resulting in death from acute exposure to energy, such as heat or electricity, or kinetic energy from a crash, or from the absence of such essentials as heat or oxygen caused by a specific event or incident or series of events within a single workday or shift. Fatalities that occur during a person's commute to or from work are excluded from the census, as well as work-related illnesses, which can be difficult to identify due to long latency periods.

Notes on the data

Twenty-eight data elements are collected, coded, and tabulated in the fatality program, including information about the fatally injured worker, the fatal incident, and the machinery or equipment involved. Summary worker demographic data and event characteristics are included in a national news release that is available about 8 months after the end of the reference year. The Census of Fatal Occupational Injuries was initiated in 1992 as a joint Federal-State effort. Most States issue summary information at the time of the national news release.

FOR ADDITIONAL INFORMATION on the Census of Fatal Occupational Injuries contact the BLS Office of Safety, Health, and Working Conditions at (202) 691–6175, or the Internet at:

http://www.bls.gov/iif/

1. Labor market indicators

Selected indicators	2002	2003	2002			2003				2004	
			II	III	IV	I	II	III	IV	I	II
Employment data											
Employment status of the civilian noninstitutional population (household survey):[1]											
Labor force participation rate	66.6	66.2	66.7	66.6	66.5	66.3	66.4	66.2	66.1	66.0	65.9
Employment-population ratio	62.7	62.3	62.8	62.8	62.5	62.4	62.3	62.1	62.3	62.2	62.2
Unemployment rate	5.8	6.0	5.9	5.8	5.9	5.8	6.1	6.1	5.9	5.6	5.6
Men	5.9	6.3	6.0	5.9	6.1	6.1	6.5	6.4	6.1	5.7	5.7
16 to 24 years	12.8	13.4	12.8	13.1	12.5	12.6	14.0	13.8	13.1	12.5	12.9
25 years and older	4.7	5.0	4.8	4.7	4.9	5.0	5.2	5.1	4.9	4.5	4.5
Women	5.6	5.7	5.7	5.6	5.7	5.5	5.7	5.8	5.6	5.6	5.4
16 to 24 years	11.1	11.4	11.2	10.9	11.4	11.2	11.8	11.5	10.9	11.1	10.9
25 years and older	4.6	4.6	4.8	4.6	4.6	4.5	4.6	4.7	4.6	4.5	4.4
Employment, nonfarm (payroll data), in thousands:[1]											
Total nonfarm	130,341	129,932	130,389	130,287	130,248	130,047	129,878	129,820	130,002	130,367	131,148
Total private	108,828	108,356	108,895	108,736	108,654	108,428	108,309	108,260	108,453	108,827	109,596
Goods-producing	22,557	21,817	22,638	22,466	22,252	22,025	21,848	21,718	21,676	21,719	21,863
Manufacturing	15,259	14,524	15,347	15,197	14,979	14,775	14,570	14,410	14,340	14,326	14,377
Service-providing	107,789	108,115	107,751	107,821	107,995	108,022	108,030	108,102	108,326	108,648	109,285
Average hours:											
Total private	33.9	33.7	33.9	33.9	33.8	33.8	33.7	33.6	33.7	33.8	33.7
Manufacturing	40.5	40.4	40.6	40.4	40.4	40.4	40.2	40.2	40.6	41.0	40.9
Overtime	4.2	4.2	4.3	4.3	4.2	4.2	4.1	4.1	4.4	4.6	4.6
Employment Cost Index[2]											
Percent change in the ECI, compensation:											
All workers (excluding farm, household and Federal workers)	3.4	3.8	.9	.9	.6	1.4	.8	1.1	.5	1.4	.9
Private industry workers	3.2	4.0	1.1	.6	.4	1.7	.8	1.0	.4	1.5	.9
Goods-producing[3]	3.7	4.0	.9	.6	.9	1.8	.9	.7	.5	2.3	.9
Service-providing[3]	3.1	4.0	1.2	.6	.2	1.5	.8	1.1	.5	1.1	1.0
State and local government workers	4.1	3.3	.4	2.2	.9	.7	.4	1.7	.5	.7	.4
Workers by bargaining status (private industry):											
Union	4.2	4.6	1.0	1.2	.9	1.6	1.2	1.0	.7	2.8	1.5
Nonunion	3.2	3.9	1.1	.5	.4	1.6	.8	1.0	.4	1.3	.8

[1] Quarterly data seasonally adjusted.

[2] Annual changes are December-to-December changes. Quarterly changes are calculated using the last month of each quarter.

[3] Goods-producing industries include mining, construction, and manufacturing. Service-providing industries include all other private sector industries.

NOTE: Beginning in January 2003, household survey data reflect revised population controls. Nonfarm data reflect the conversion to the 2002 version of the North American Industry Classification System (NAICS), replacing the Standard Industrial Classification (SIC) system. NAICS-based data by industry are not comparable with SIC-based data.

2. Annual and quarterly percent changes in compensation, prices, and productivity

Selected measures	2002	2003	2002			2003				2004	
			II	III	IV	I	II	III	IV	I	II
Compensation data[1,2]											
Employment Cost Index—compensation (wages, salaries, benefits):											
Civilian nonfarm	3.4	3.8	0.9	0.9	0.6	1.4	0.8	1.1	0.5	1.4	0.9
Private nonfarm	3.2	4.0	1.1	.6	.4	1.7	.8	1.0	.4	1.5	.9
Employment Cost Index—wages and salaries:											
Civilian nonfarm	2.9	2.9	.8	.7	.4	1.0	.6	.9	.3	.6	.6
Private nonfarm	2.7	3.0	1.0	.4	.3	1.1	.7	.8	.4	.7	.7
Price data[1]											
Consumer Price Index (All Urban Consumers): All Items	2.3	2.3	.5	.6	–0.1	1.8	–.3	–.2	–.2	1.2	1.2
Producer Price Index:											
Finished goods	3.2	3.2	.2	.2	-.1	3.7	–.8	.3	.0	1.2	1.2
Finished consumer goods	4.2	4.2	.4	.0	-.3	2.4	1.8	.3	.0	1.5	1.4
Capital equipment	.4	.4	–.3	–.7	.6	.6	–.6	–.1	.0	.6	.5
Intermediate materials, supplies, and components	4.6	4.6	1.1	1.1	.1	6.5	–2.1	–.1	.0	2.5	3.0
Crude materials	25.2	25.2	37.1	1.9	6.5	28.0	–10.6	3.4	14.4	6.0	7.6
Productivity data[3]											
Output per hour of all persons:											
Business sector	4.9	4.5	1.5	4.9	2.0	3.5	7.2	8.7	1.8	4.6	–
Nonfarm business sector	5.0	4.4	.7	4.5	2.3	3.4	6.2	9.5	2.5	3.8	–
Nonfinancial corporations[4]	5.1	5.8	6.0	4.9	4.9	2.4	9.7	9.5	4.3	2.3	–

[1] Annual changes are December-to-December changes. Quarterly changes are calculated using the last month of each quarter. Compensation and price data are not seasonally adjusted, and the price data are not compounded.

[2] Excludes Federal and private household workers.

[3] Annual rates of change are computed by comparing annual averages. Quarterly percent changes reflect annual rates of change in quarterly indexes. The data are seasonally adjusted.

[4] Output per hour of all employees.

3. Alternative measures of wage and compensation changes

Components	Quarterly change					Four quarters ending—				
	2003			2004		2003			2004	
	II	III	IV	I	II	II	III	IV	I	II
Average hourly compensation:[1]										
All persons, business sector	5.3	4.1	3.8	5.9	–	3.4	4.1	4.5	4.8	–
All persons, nonfarm business sector	4.9	4.7	4.2	4.6	–	3.1	4.0	4.5	4.6	–
Employment Cost Index—compensation:										
Civilian nonfarm[2]	.8	1.1	.5	1.4	.9	3.7	3.9	3.8	3.8	3.9
Private nonfarm	.8	1.0	.4	1.5	.9	3.5	4.0	4.0	3.9	4.0
Union	1.2	1.0	.7	2.8	1.5	5.0	4.8	4.6	5.7	6.0
Nonunion	.8	1.0	.4	1.3	.8	3.3	3.8	3.9	3.6	3.5
State and local governments	.4	1.7	.5	.7	.4	4.1	3.6	3.3	3.3	3.4
Employment Cost Index—wages and salaries:										
Civilian nonfarm[2]	.6	.9	.3	.6	.5	2.7	2.9	2.9	2.5	2.5
Private nonfarm	.7	.8	.4	.7	.7	2.6	3.0	3.0	2.6	2.6
Union	.7	.6	.6	.6	1.0	3.0	2.6	2.4	2.5	2.9
Nonunion	.7	.9	.2	.7	.6	2.5	3.1	3.1	2.6	2.5
State and local governments	.3	1.0	.4	.4	.2	3.1	2.3	2.1	2.1	1.9

[1] Seasonally adjusted. "Quarterly average" is percent change from a quarter ago, at an annual rate.

[2] Excludes Federal and household workers.

4. Employment status of the population, by sex, age, race, and Hispanic origin, monthly data seasonally adjusted

[Numbers in thousands]

Employment status	Annual average		2003							2004					
	2002	2003	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June
TOTAL															
Civilian noninstitutional population[1]	217,570	221,168	221,014	221,252	221,507	221,779	222,039	222,279	222,509	222,161	222,357	222,550	222,757	222,967	223,196
Civilian labor force	144,863	146,510	146,917	146,652	146,622	146,610	146,892	147,187	146,878	146,863	146,471	146,650	146,741	146,974	147,279
Participation rate	66.6	66.2	66.5	66.3	66.2	66.1	66.2	66.2	66.0	66.1	65.9	65.9	65.9	65.9	66.0
Employed	136,485	137,736	137,673	137,604	137,693	137,644	138,095	138,533	138,479	138,566	138,301	138,298	138,576	138,772	139,031
Employment-population ratio[2]	62.7	62.3	62.3	62.2	62.2	62.1	62.2	62.3	62.2	62.4	62.2	62.1	62.2	62.2	62.3
Unemployed	8,378	8,774	9,245	9,048	8,929	8,966	8,797	8,653	8,398	8,297	8,170	8,352	8,164	8,203	8,248
Unemployment rate	5.8	6.0	6.3	6.2	6.1	6.1	6.0	5.9	5.7	5.6	5.6	5.7	5.6	5.6	5.6
Not in the labor force	72,707	74,658	74,097	74,600	74,884	75,168	75,147	75,093	75,631	75,298	75,886	75,900	76,016	75,993	75,916
Men, 20 years and over															
Civilian noninstitutional population[1]	96,439	98,272	98,196	98,304	98,434	98,568	98,696	98,814	98,927	98,866	98,966	99,065	99,170	99,279	99,396
Civilian labor force	73,630	74,623	74,675	74,660	74,682	74,905	74,942	75,188	75,044	75,171	74,797	75,018	74,871	75,048	75,372
Participation rate	76.3	75.9	76.0	75.9	75.9	76.0	75.9	76.1	75.9	76.0	75.6	75.7	75.5	75.6	75.8
Employed	69,734	70,415	70,190	70,269	70,324	70,596	70,726	70,964	71,099	71,329	70,969	71,128	71,118	71,162	71,570
Employment-population ratio[2]	72.3	71.7	71.5	71.5	71.4	71.6	71.7	71.8	71.9	72.1	71.7	71.8	71.7	71.7	72.0
Unemployed	3,896	4,209	4,485	4,391	4,358	4,309	4,216	4,224	3,945	3,842	3,828	3,890	3,753	3,886	3,802
Unemployment rate	5.3	5.6	6.0	5.9	5.8	5.8	5.6	5.6	5.3	5.1	5.1	5.2	5.0	5.2	5.0
Not in the labor force	22,809	23,649	23,521	23,644	23,751	23,663	23,754	23,620	23,882	23,694	24,168	24,047	24,299	24,231	24,023
Women, 20 years and over															
Civilian noninstitutional population[1]	105,136	106,800	106,724	106,839	106,957	107,080	107,197	107,303	107,404	107,131	107,216	107,299	107,389	107,483	107,586
Civilian labor force	63,648	64,716	64,989	64,835	64,836	64,608	64,899	64,917	64,846	64,515	64,629	64,687	64,785	64,813	64,893
Participation rate	60.5	60.6	60.9	60.7	60.6	60.3	60.5	60.5	60.4	60.2	60.3	60.3	60.3	60.3	60.3
Employed	60,420	61,402	61,610	61,479	61,467	61,191	61,524	61,597	61,521	61,260	61,456	61,373	61,571	61,721	61,629
Employment-population ratio[2]	57.5	57.5	57.7	57.5	57.5	57.1	57.4	57.4	57.3	57.2	57.3	57.2	57.3	57.4	57.3
Unemployed	3,228	3,314	3,379	3,356	3,369	3,417	3,375	3,320	3,326	3,255	3,172	3,314	3,215	3,092	3,264
Unemployment rate	5.1	5.1	5.2	5.2	5.2	5.3	5.2	5.1	5.1	5.0	4.9	5.1	5.0	4.8	5.0
Not in the labor force	41,488	42,083	41,735	42,004	42,121	42,472	42,299	42,387	42,558	42,617	42,587	42,613	42,604	42,670	42,693
Both sexes, 16 to 19 years															
Civilian noninstitutional population[1]	15,994	16,096	16,095	16,109	16,116	16,131	16,145	16,162	16,178	16,164	16,175	16,186	16,198	16,205	16,214
Civilian labor force	7,585	7,170	7,254	7,157	7,104	7,097	7,051	7,082	6,987	7,177	7,045	6,945	7,085	7,113	7,014
Participation rate	47.4	44.5	45.1	44.4	44.1	44.0	43.7	43.8	43.2	44.4	43.6	42.9	43.7	43.9	43.3
Employed	6,332	5,919	5,873	5,856	5,902	5,857	5,846	5,972	5,859	5,977	5,875	5,797	5,888	5,888	5,832
Employment-population ratio[2]	39.6	36.8	36.5	36.4	36.6	36.3	36.2	37.0	36.2	37.0	36.3	35.8	36.3	36.3	36.0
Unemployed	1,253	1,251	1,381	1,301	1,202	1,240	1,205	1,109	1,128	1,200	1,170	1,148	1,197	1,225	1,181
Unemployment rate	16.5	17.5	19.0	18.2	16.9	17.5	17.1	15.7	16.1	16.7	16.6	16.5	16.9	17.2	16.8
Not in the labor force	8,409	8,926	8,841	8,952	9,012	9,034	9,094	9,080	9,191	8,987	9,130	9,240	9,113	9,092	9,200
White[3]															
Civilian noninstitutional population[1]	179,783	181,292	181,184	181,341	181,512	181,696	181,871	182,032	182,185	181,879	182,001	182,001	182,252	182,384	182,531
Civilian labor force	120,150	120,546	120,816	120,645	120,658	120,411	120,736	121,041	120,751	120,723	120,540	120,542	120,675	120,984	121,180
Participation rate	66.8	66.5	66.7	66.5	66.5	66.3	66.4	66.5	66.3	66.4	66.2	66.2	66.2	66.3	66.4
Employed	114,013	114,235	114,222	114,086	114,156	114,015	114,535	114,783	114,678	114,765	114,602	114,433	114,712	114,976	115,152
Employment-population ratio[2]	63.4	63.0	63.0	62.9	62.9	62.8	63.0	63.1	62.9	63.1	63.0	62.8	62.9	63.0	63.1
Unemployed	6,137	6,311	6,594	6,559	6,502	6,397	6,200	6,258	6,073	5,958	5,938	6,109	5,963	6,008	6,028
Unemployment rate	5.1	5.2	5.5	5.4	5.4	5.3	5.1	5.2	5.0	4.9	4.9	5.1	4.9	5.0	5.0
Not in the labor force	59,633	60,746	60,368	60,696	60,854	61,285	61,135	60,991	61,434	61,156	61,460	61,579	61,577	61,400	61,351
Black or African American[3]															
Civilian noninstitutional population[1]	25,578	25,686	25,664	25,702	25,742	25,784	25,825	25,860	25,894	25,867	25,900	25,932	25,967	26,002	26,040
Civilian labor force	16,565	16,526	16,655	16,563	16,585	166,677	16,589	16,524	16,365	16,602	16,404	16,595	16,485	16,442	16,506
Participation rate	64.8	64.3	64.9	64.4	64.4	64.7	64.2	63.9	63.2	64.2	63.3	64.0	63.5	63.2	63.4
Employed	14,872	14,739	14,729	14,727	14,771	14,826	14,696	14,812	14,679	14,886	14,804	14,909	14,878	14,818	14,833
Employment-population ratio[2]	58.1	57.4	57.4	57.3	57.4	57.5	56.9	57.3	56.7	57.5	57.2	57.2	57.3	57.0	57.0
Unemployed	1,693	1,787	1,926	1,836	1,813	1,851	1,893	1,712	1,686	1,736	1,600	1,686	1,607	1,624	1,673
Unemployment rate	10.2	10.8	11.6	11.1	10.9	11.1	11.4	10.4	10.3	10.5	9.8	10.2	9.7	9.9	10.1
Not in the labor force	9,013	9,161	9,009	9,139	9,127	9,107	9,236	9,336	9,529	9,265	9,495	9,337	9,482	9,560	9,534

See footnotes at end of table.

4. Continued—Employment status of the population, by sex, age, race, and Hispanic origin, monthly data seasonally adjusted

[Numbers in thousands]

Employment status	Annual average		2003							2004				
	2002	2003	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June
Hispanic or Latino ethnicity															
Civilian noninstitutional population[1]	25,963	27,551	27,494	27,597	27,701	27,808	27,913	28,016	28,116	27,619	27,705	27,791	27,879	27,968	28,059
Civilian labor force	17,943	18,813	18,840	18,770	18,843	18,877	18,940	19,125	19,035	18,811	18,693	19,010	19,064	19,313	19,304
Participation rate	69.1	68.3	68.5	68.0	68.0	67.9	67.9	68.3	67.7	68.1	67.5	68.4	68.4	69.1	68.8
Employed	16,590	17,372	17,290	17,247	173 83	17,456	17,556	17,709	17,784	17,441	17,303	17,596	17,693	17,958	18,019
Employment-population ratio[2]	63.9	63.1	62.9	62.5	62.8	62.8	62.9	63.2	63.3	63.2	62.5	63.3	63.5	64.2	64.2
Unemployed	1,353	1,441	1,550	1,523	1,460	1,421	1,383	1,416	1,250	1,370	1,389	1,414	1,371	1,355	1,285
Unemployment rate	7.5	7.7	8.2	8.1	7.8	7.5	7.3	7.4	6.6	7.3	7.4	7.4	7.2	7.0	6.7
Not in the labor force	8,020	8,738	8,654	8,828	8,858	8,931	8,974	8,891	9,082	8,807	9,012	8,781	8,815	8,654	8,755

[1] The population figures are not seasonally adjusted.

[2] Civilian employment as a percent of the civilian noninstitutional population.

[3] Beginning in 2003, persons who selected this race group only; persons who selected more than one race group are not included. Prior to 2003, persons who reported more than one race were included in the group they identified as the main race.

NOTE: Estimates for the above race groups (white and black or African American) do not sum to totals because data are not presented for all races. In addition, persons whose ethnicity is identified as Hispanic or Latino may be of any race and, therefore, are classified by ethnicity as well as by race. Beginning in January 2003, data reflect revised population controls used in the household survey.

5. Selected employment indicators, monthly data seasonally adjusted

[In thousands]

Selected categories	Annual average		2003							2004					
	2002	2003	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June
Characteristic															
Employed, 16 years and over	136,845	137,736	137,673	137,604	137,693	137,644	138,095	138,533	138,479	138,566	138,301	138,298	138,576	138,772	139,031
Men	72,903	73,332	73,124	73,149	73,263	73,488	73,643	73,915	74,085	74,343	73,901	74,006	74,053	74,035	74,476
Women	63,582	64,404	64,548	64,455	64,431	64,155	64,452	64,618	64,394	64,223	64,400	64,292	64,523	64,737	64,555
Married men, spouse present	44,116	44,653	44,459	44,747	44,659	44,566	44,684	45,152	45,431	45,490	45,128	45,043	44,735	44,723	44,938
Married women, spouse present	34,155	34,695	34,627	34,648	34,684	34,612	34,993	35,076	35,034	34,585	34,502	34,256	34,339	34,522	34,461
Persons at work part time[1]															
All industries:															
Part time for economic reasons	4,213	4,701	4,615	4,661	4,498	4,896	4,800	4,880	4,788	4,714	4,437	4,733	4,574	4,665	4,513
Slack work or business conditions	2,788	3,118	3,136	3,113	3,063	3,185	3,030	3,226	3,205	2,996	2,865	3,011	2,819	2,853	2,803
Could only find part-time work	1,124	1,279	1,266	1,296	1,201	1,334	1,356	1,350	1,295	1,380	1,347	1,427	1,439	1,467	1,404
Part time for noneconomic reasons	18,843	19,014	19,382	19,089	19,482	19,021	18,935	19,110	18,561	18,905	18,900	19,006	19,000	19,621	19,531
Nonagricultural industries:															
Part time for economic reasons	4,119	4,596	4,500	4,568	4,404	4,794	4,690	4,782	4,727	4,613	4,328	4,622	4,471	4,605	4,442
Slack work or business conditions	2,726	3,052	3,064	3,071	2,989	3,127	2,964	3,153	3,144	2,911	2,778	2,927	2,756	2,812	2,762
Could only find part-time work	1,114	1,264	1,244	1,273	1,191	1,335	1,349	1,353	1,279	1,399	1,340	1,414	1,431	1,476	1,387
Part time for noneconomic reasons	18,487	18,658	18,930	18,651	19,016	18,633	18,628	18,752	18,367	18,636	18,691	18,693	18,664	19,220	19,072

[1] Excludes persons "with a job but not at work" during the survey period for such reasons as vacation, illness, or industrial disputes.

NOTE: Beginning in January 2003, data reflect revised population controls used in the household survey.

6. Selected unemployment indicators, monthly data seasonally adjusted

[Unemployment rates]

Selected categories	Annual average		2003							2004					
	2002	2003	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June
Characteristic															
Total, 16 years and older	5.8	6.0	6.3	6.2	6.1	6.1	6.0	5.9	5.7	5.6	5.6	5.7	5.6	5.6	5.6
Both sexes, 16 to 19 years	16.5	17.5	19.0	18.2	16.9	17.5	17.1	15.7	16.1	16.7	16.6	16.5	16.9	17.2	16.8
Men, 20 years and older	5.3	5.6	6.0	5.9	5.8	5.8	5.6	5.6	5.3	5.3	5.1	5.2	5.0	5.2	5.0
Women, 20 years and older	5.1	5.1	5.2	5.2	5.2	5.3	5.2	5.1	5.1	5.0	4.9	5.1	5.0	4.8	5.0
White, total[1]	5.1	5.2	5.5	5.4	5.4	5.3	5.1	5.2	5.0	4.9	4.9	5.1	4.9	5.0	5.0
Both sexes, 16 to 19 years	14.5	15.2	16.2	15.7	15.1	15.1	14.3	14.3	14.8	14.1	15.2	14.8	15.7	15.7	14.8
Men, 16 to 19 years	15.9	17.1	17.6	17.9	16.5	17.6	15.9	16.8	16.3	14.0	15.5	16.2	17.9	18.6	16.4
Women, 16 to 19 years	13.1	13.3	14.8	13.3	13.7	12.6	12.6	11.5	13.1	14.2	14.9	13.3	13.3	12.7	13.2
Men, 20 years and older	4.7	5.0	5.3	5.3	5.3	5.0	4.9	5.0	4.7	4.5	4.5	4.7	4.5	4.7	4.5
Women, 20 years and older	4.4	4.4	4.4	4.4	4.4	4.5	4.4	4.4	4.3	4.4	4.2	4.4	4.2	4.1	4.4
Black or African American, total[1]	10.2	10.8	11.6	11.1	10.9	11.1	11.4	10.4	10.3	10.5	9.8	10.2	9.7	9.9	10.1
Both sexes, 16 to 19 years	29.8	33.0	38.5	35.1	29.8	32.7	37.3	28.9	27.3	32.5	25.1	29.4	28.3	32.5	32.6
Men, 16 to 19 years	31.3	36.0	36.5	37.1	27.8	34.2	40.9	32.5	28.4	42.1	29.6	36.6	30.9	30.3	33.9
Women, 16 to 19 years	28.3	30.3	40.3	33.4	31.5	31.4	33.2	25.7	26.5	25.8	21.9	22.8	26.1	34.1	31.4
Men, 20 years and older	9.5	10.3	11.0	10.3	10.5	11.0	10.5	10.1	9.3	9.6	9.4	9.2	9.3	9.3	9.3
Women, 20 years and older	8.8	9.2	9.6	9.6	9.7	9.2	9.8	9.1	9.7	9.1	8.8	9.3	8.7	8.4	8.9
Hispanic or Latino ethnicity	7.5	7.7	8.2	8.1	7.8	7.5	7.3	7.4	6.6	7.3	7.4	7.4	7.2	7.0	6.7
Married men, spouse present	3.6	3.8	4.3	3.9	3.9	3.8	3.8	3.7	3.3	3.3	3.4	3.2	3.1	3.1	3.2
Married women, spouse present	3.7	3.7	3.9	3.9	3.9	3.9	3.8	3.8	3.9	3.7	3.6	3.7	3.7	3.3	3.7
Full-time workers	5.9	6.1	6.4	6.3	6.2	6.2	6.1	6.1	5.8	5.7	5.6	5.8	5.6	5.7	5.6
Part-time workers	5.2	5.5	5. 9	5.5	5.3	5.7	5.5	5.1	5.3	5.4	5.2	5.4	5.3	5.2	5.5
Educational attainment[2]															
Less than a high school diploma	8.4	8.8	9.4	8.8	9.3	8.7	8.8	8.5	8.1	8.8	8.5	8.8	8.7	8.8	8.8
High school graduates, no college[3]	5.3	5.5	5.7	5.5	5.4	5.4	5.5	5.4	5.5	4.9	5.0	5.3	5.2	5.0	5.1
Some college or associate degree	4.5	4.8	4.9	5.0	4.7	4.8	4.8	4.8	4.5	4.5	4.4	4.7	4.1	4.0	4.2
Bachelor's degree and higher[4]	2.9	3.1	3.1	3.1	3.1	3.2	3.1	3.1	3.0	2.9	2.9	2.9	2.9	2.9	2.7

[1] Beginning in 2003, persons who selected this race group only; persons who selected more than one race group are not included. Prior to 2003, persons who reported more than one race were included in the group they identified as the main race.

[2] Data refer to persons 25 years and older.

[3] Includes high school diploma or equivalent.

[4] Includes persons with bachelor's, master's, professional, and doctoral degrees.

NOTE: Beginning in January 2003, data reflect revised population controls used in the household survey.

7. Duration of unemployment, monthly data seasonally adjusted

[Numbers in thousands]

Weeks of unemployment	Annual average		2003							2004					
	2002	2003	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June
Less than 5 weeks	2,893	2,785	2,937	2,739	2,735	2,749	2,733	2,622	2,627	2,612	2,468	2,589	2,792	2,707	2,688
5 to 14 weeks	2,580	2,612	2,787	2,698	2,630	2,736	2,585	2,556	2,450	2,394	2,412	2,414	2,369	2,376	2,405
15 weeks and over	2,904	3,378	3,510	3,559	3,561	3,511	3,478	3,484	3,403	3,365	3,274	3,320	2,969	3,077	3,065
15 to 26 weeks	1,369	1,442	1,500	1,598	1,561	1,438	1,460	1,448	1,513	1,467	1,403	1,332	1,170	1,288	1,306
27 weeks and over	1,535	1,936	2,010	1,961	2,001	2,073	2,018	2,036	1,890	1,898	1,871	1,988	1,800	1,789	1,759
Mean duration, in weeks	16.6	19.2	19.6	19.3	19.2	19.6	19.4	20.0	19.6	19.8	20.3	20.1	19.7	20.0	19.9
Median duration, in weeks	9.1	10.1	11.7	10.1	10.0	10.1	10.3	10.4	10.4	10.7	10.3	10.3	9.5	10.0	10.8

NOTE: Beginning in January 2003, data reflect revised population controls used in the household survey.

8. Unemployed persons by reason for unemployment, monthly data seasonally adjusted

[Numbers in thousands]

Reason for unemployment	Annual average		2003							2004					
	2002	2003	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June
Job losers[1]	4,607	4,838	4,972	4,947	4,939	4,947	4,877	4,719	4,618	4,382	4,323	4,607	4,399	4,211	4,099
On temporary layoff	1,124	1,121	1,177	1,173	1,092	1,110	1,097	1,055	1,060	1,028	1,064	1,040	994	926	1,011
Not on temporary layoff	3,483	3,717	3,795	3,774	3,847	3,837	3,780	3,664	3,558	3,353	3,258	3,567	3,405	3,286	3,088
Job leavers	866	818	890	798	790	836	789	931	783	804	827	836	822	846	902
Reentrants	2,368	2,477	2,646	2,522	2,530	2,436	2,518	2,440	2,366	2,509	2,424	2,424	2,314	2,438	2,435
New entrants	536	641	642	661	650	684	653	619	694	681	676	627	645	713	636
Percent of unemployed															
Job losers[1]	55.0	55.1	54.3	55.4	55.4	55.6	55.2	54.2	54.6	52.3	52.4	54.2	53.8	51.3	50.8
On temporary layoff	13.4	12.8	12.9	13.1	12.3	12.5	12.4	12.1	12.5	12.3	12.9	12.2	12.1	11.3	12.5
Not on temporary layoff	41.6	42.4	41.5	42.3	43.2	43.1	42.8	42.1	42.0	40.0	39.8	42.0	41.6	40.0	38.3
Job leavers	10.3	9.3	9.7	8.9	8.9	9.4	8.9	10.7	9.3	9.6	10.0	9.8	10.1	10.3	11.2
Reentrants	28.3	28.2	28.9	28.2	28.4	27.4	28.5	28.0	28.0	30.0	29.4	28.5	28.3	29.7	30.2
New entrants	6.4	7.3	7.0	7.4	7.3	7.7	7.4	7.1	8.2	8.1	8.2	7.4	7.9	8.7	7.9
Percent of civilian labor force															
Job losers[1]	3.2	3.3	3.4	3.4	3.4	3.4	3.3	3.2	3.1	3.0	3.0	3.1	3.0	2.9	2.8
Job leavers	.6	.6	.6	.5	.5	.6	.5	.6	.5	.5	.6	.6	.6	.6	.6
Reentrants	1.6	1.7	1.8	1.7	1.7	1.7	1.7	1.7	1.6	1.7	1.7	1.7	1.6	1.7	1.7
New entrants	.4	.4	.4	.5	.4	.5	.4	.4	.5	.5	.5	.4	.4	.5	.4

[1] Includes persons who completed temporary jobs.

NOTE: Beginning in January 2003, data reflect revised population controls used in the household survey.

9. Unemployment rates by sex and age, monthly data seasonally adjusted

[Civilian workers]

Sex and age	Annual average		2003							2004					
	2002	2003	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June
Total, 16 years and older	5.8	6.0	6.3	6.2	6.1	6.1	6.0	5.9	5.7	5.6	5.6	5.7	5.6	5.6	5.6
16 to 24 years	12.0	12.4	13.3	12.9	12.4	12.8	12.3	12.1	11.7	12.0	11.8	11.8	11.6	12.1	12.0
16 to 19 years	16.5	17.5	19.0	18.2	16.9	17.5	17.1	15.7	16.1	16.7	16.6	16.5	16.9	17.2	16.8
16 to 17 years	18.8	19.1	21.1	20.3	18.8	19.3	20.2	17.5	18.3	18.2	17.6	19.4	20.2	21.6	20.6
18 to 19 years	15.1	16.4	17.4	16.8	15.7	16.2	15.2	14.7	14.7	15.7	15.7	14.5	14.7	14.7	14.3
20 to 24 years	9.7	10.0	10.5	10.4	10.2	10.6	10.1	10.4	9.6	9.8	9.5	9.6	9.2	9.7	9.8
25 years and older	4.6	4.8	5.1	5.0	5.0	4.9	4.9	4.8	4.7	4.5	4.5	4.6	4.5	4.4	4.5
25 to 54 years	4.8	5.0	5.2	5.1	5.1	5.1	5.1	5.0	4.9	4.7	4.7	4.9	4.6	4.5	4.5
55 years and older	3.8	4.1	4.4	4.2	4.1	4.0	3.8	3.9	3.9	3.7	3.8	3.8	3.8	3.9	3.9
Men, 16 years and older	5.9	6.3	6.7	6.6	6.4	6.4	6.2	6.2	5.8	5.7	5.7	5.8	5.7	5.8	5.6
16 to 24 years	12.8	13.4	14.1	14.4	12.9	14.1	13.2	13.4	12.6	12.7	12.2	12.6	12.8	13.0	12.8
16 to 19 years	18.1	19.3	19.9	20.4	17.6	19.6	18.7	18.3	17.4	17.5	17.2	18.3	19.1	19.1	18.1
16 to 17 years	21.1	20.7	23.2	22.3	20.6	22.1	20.4	18.3	18.4	19.3	19.4	22.3	23.4	23.3	22.8
18 to 19 years	16.4	18.4	17.9	19.0	15.6	18.2	17.9	18.1	16.9	16.2	15.7	15.8	16.5	16.6	15.8
20 to 24 years	10.2	10.6	11.5	11.6	10.7	11.7	10.8	11.2	10.4	10.5	10.0	10.1	10.0	10.3	10.4
25 years and older	4.7	5.0	5.4	5.2	5.2	5.0	5.0	5.0	4.7	4.5	4.5	4.6	4.4	4.6	4.4
25 to 54 years	4.8	5.2	5.4	5.3	5.4	5.2	5.2	5.2	4.9	4.7	4.7	4.8	4.5	4.7	4.4
55 years and older	4.1	4.4	5.3	4.6	4.4	4.2	4.0	4.1	4.0	3.6	3.7	3.8	3.9	4.1	4.3
Women, 16 years and older	5.6	5.7	5.9	5.7	5.8	5.8	5.7	5.5	5.6	5.6	5.5	5.6	5.4	5.3	5.6
16 to 24 years	11.1	11.4	12.4	11.3	11.8	11.4	11.3	10.7	10.7	11.3	11.2	10.8	10.3	11.1	11.2
16 to 19 years	14.9	15.6	18.2	15.9	16.2	15.2	15.4	13.0	14.7	15.9	16.0	14.7	14.5	15.3	15.6
16 to 17 years	16.6	17.5	19.1	18.3	17.0	16.5	20.1	16.6	18.2	17.1	15.9	16.9	17.3	20.1	18.7
18 to 19 years	13.8	14.2	16.8	14.5	15.8	14.1	12.5	11.1	12.2	15.2	15.6	13.0	12.6	12.7	12.6
20 to 24 years	9.1	9.3	9.5	9.0	9.7	9.5	9.3	9.6	8.8	8.9	8.9	8.9	8.3	9.0	9.0
25 years and older	4.6	4.6	4.7	4.7	4.7	4.7	4.7	4.6	4.6	4.6	4.4	4.6	4.6	4.2	4.5
25 to 54 years	4.8	4.8	4.9	4.9	4.8	4.9	4.9	4.8	5.0	4.8	4.5	4.9	4.7	4.4	4.7
55 years and older[1]	3.6	3.7	3.7	4.2	4.5	3.8	3.4	3.5	3.5	4.1	3.9	3.5	3.3	3.3	3.8

[1] Data are not seasonally adjusted.

NOTE: Beginning in January 2003, data reflect revised population controls used in the household survey.

10. Unemployment rates by State, seasonally adjusted

State	May 2003	Apr. 2004[P]	May 2004[P]	State	May 2003	Apr. 2004[P]	May 2004[P]
Alabama	5.8	5.8	5.9	Missouri	5.8	4.7	5.1
Alaska	7.9	7.1	7.3	Montana	4.7	4.6	4.7
Arizona	5.9	5.4	5.1	Nebraska	4.1	3.5	3.7
Arkansas	6.2	5.6	5.8	Nevada	5.4	4.3	4.1
California	6.8	6.2	6.3	New Hampshire	4.2	4.0	4.0
Colorado	6.2	5.1	4.9	New Jersey	5.9	5.3	4.9
Connecticut	5.4	4.6	4.6	New Mexico	6.3	5.6	5.4
Delaware	4.2	3.8	3.8	New York	6.3	6.2	5.8
District of Columbia	7.0	7.4	7.5	North Carolina	6.5	5.3	5.3
Florida	5.3	4.7	4.6	North Dakota	4.0	2.7	3.2
Georgia	4.9	3.8	3.9	Ohio	6.1	5.8	5.6
Hawaii	4.3	3.6	3.0	Oklahoma	5.9	4.8	4.4
Idaho	5.5	4.3	4.5	Oregon	8.6	6.7	6.8
Illinois	6.6	6.1	6.4	Pennsylvania	5.6	5.3	5.1
Indiana	5.1	4.9	5.2	Rhode Island	5.4	5.7	5.6
Iowa	4.5	3.9	4.3	South Carolina	6.8	6.7	6.3
Kansas	5.3	4.7	4.7	South Dakota	3.6	2.8	3.4
Kentucky	6.2	5.4	5.4	Tennessee	5.7	4.9	4.8
Louisiana	6.7	5.9	6.1	Texas	6.9	6.0	5.9
Maine	5.0	4.2	4.1	Utah	5.7	4.4	4.6
Maryland	4.5	4.0	3.9	Vermont	4.5	3.5	3.5
Massachusetts	5.8	4.8	5.2	Virginia	4.1	3.4	3.5
Michigan	7.2	6.1	6.6	Washington	7.7	6.3	6.1
Minnesota	4.9	4.2	4.3	West Virginia	6.2	5.2	5.2
Mississippi	6.7	5.0	5.6	Wisconsin	5.7	4.6	5.1
				Wyoming	4.4	3.4	3.7

[P] = preliminary

11. Employment of workers on nonfarm payrolls by State, seasonally adjusted

[In thousands]

State	May 2003	Apr. 2004[P]	May 2004[P]	State	May 2003	Apr. 2004[P]	May 2004[P]
Alabama	2,143,538	2,164,637	2,159,125	Missouri	3,021,943	3,010,915	3,016,518
Alaska	330,377	343,783	344,537	Montana	474,229	477,097	477,521
Arizona	2,690,756	2,763,760	2,753,009	Nebraska	974,730	985,357	988,182
Arkansas	1,265,463	1,316,909	1,319,947	Nevada	1,138,466	1,185,278	1,178,291
California	17,440,500	17,572,267	17,618,177	New Hampshire	715,833	726,029	726,888
Colorado	2,476,644	2,504,555	2,516,192	New Jersey	4,368,050	4,421,065	4,403,622
Connecticut	1,803,002	1,782,042	1,797,651	New Mexico	894,343	903,579	905,492
Delaware	416,602	426,632	425,210	New York	931,345	929,948	926,782
District of Columbia	303,461	303,791	299,786	North Carolina	4,232,277	4,205,839	4,196,496
Florida	8,148,252	8,345,360	8,340,806	North Dakota	346,200	348,789	349,577
Georgia	4,404,445	4,395,403	4,406,985	Ohio	5,918,780	5,869,026	5,843,839
Hawaii	615,845	628,628	629,876	Oklahoma	1,700,447	1,699,967	1,694,391
Idaho	692,012	698,751	701,076	Oregon	1,860,588	1,897,510	1,883,098
Illinois	6,217,583	6,380,392	6,392,724	Pennsylvania	6,172,665	6,252,548	6,253,802
Indiana	3,185,058	3,180,180	3,167,432	Rhode Island	574,293	569,847	568,863
Iowa	1,611,648	1,620,076	1,631,711	South Carolina	1,999,025	2,050,029	2,051,057
Kansas	1,431,096	1,461,387	1,463,836	South Dakota	424,350	422,624	424,204
Kentucky	1,953,876	1,987,901	1,687,991	Tennessee	2,907,095	2,929,129	2,930,548
Louisiana	2,042,075	2,022,288	2,024,336	Texas	10,906,609	10,969,010	10,956,081
Maine	690,852	695,487	700,823	Utah	1,181,178	1,199,722	1,206,350
Maryland	2,902,837	2,944,444	2,954,376	Vermont	350,443	352,777	352,306
Massachusetts	3,422,214	3,393,357	3,408,539	Virginia	3,768,345	3,838,695	3,846,260
Michigan	5,043,199	5,032,115	5,065,925	Washington	3,131,425	3,217,995	3,204,437
Minnesota	2,919,722	2,945,777	2,951,369	West Virginia	788,076	796,329	795,509
Mississippi	1,315,215	1,311,658	1,317,118	Wisconsin	3,076,363	3,100,331	3,115,602
				Wyoming	277,403	277,614	278,186

[P] = preliminary.

NOTE: Some data in this table may differ from data published elsewhere because of the continual updating of the data base.

12. Employment of workers on nonfarm payrolls by industry, monthly data seasonally adjusted

[In thousands]

Industry	Annual average		2003							2004					
	2002	2003	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May[p]	June[p]
TOTAL NONFARM	130,341	129,931	129,859	129,814	129,789	129,856	129,944	130,027	130,035	130,194	130,277	130,630	130,954	131,189	131,301
TOTAL PRIVATE	108,828	108,356	108,292	108,253	108,209	108,317	108,384	108,483	108,491	108,667	108,738	109,077	109,382	109,645	109,762
GOODS-PRODUCING	22,557	21,817	21,805	21,744	21,712	21,697	21,674	21,686	21,668	21,696	21,684	21,778	21,822	21,888	21,878
Natural resources and mining	583	571	573	571	569	568	569	571	570	570	572	581	585	588	589
Logging	70.4	68.5	69.7	68.2	67.5	67.4	67.9	67.6	65.9	65.1	64.2	65.9	66.7	65.6	64.3
Mining	512.2	502.3	503.2	502.7	501.8	500.8	501.5	503.4	504.3	505.1	508.1	514.9	518.5	522.7	524.4
Oil and gas extraction	121.9	122.9	123.7	123.5	123.2	123.6	124.1	123.9	124.6	126.9	128.9	130.0	131.0	132.2	131.4
Mining, except oil and gas[1]	210.6	202.7	203.3	204.3	203.6	201.6	202.1	202.4	202.0	200.0	200.6	202.8	205.2	207.3	208.2
Coal mining	74.4	70.4	70.9	71.6	70.7	69.2	69.6	69.5	69.8	69.6	70.2	70.6	71.8	72.7	73.7
Support activities for mining	179.8	176.8	176.2	174.9	175.0	175.6	175.3	177.1	177.7	178.2	178.6	182.1	182.3	183.2	184.8
Construction	6,716	6,722	6,718	6,721	6,739	6,754	6,754	6,771	6,774	6,812	6,791	6,853	6,872	6,911	6,911
Construction of buildings	1,574.8	1,575.9	1,572.3	1,566.4	1,570.0	1,577.7	1,579.4	1,583.9	1,585.1	1,593.3	1,590.9	1,607.6	1,609.8	1,620.2	1,620.5
Heavy and civil engineering	930.6	910.7	907.3	910.6	913.9	915.2	910.8	918.8	920.7	928.0	924.0	926.8	924.7	924.5	922.1
Specialty trade contractors	4,210.4	4,235.5	4,238.8	4,244.1	4,255.5	4,260.9	4,263.7	4,268.6	4,268.4	4,290.2	4,276.5	4,318.9	4,337.3	4,366.2	4,368.5
Manufacturing	15,259	14,525	14,514	14,452	14,404	14,375	14,351	14,344	14,324	14,314	14,321	14,344	14,365	14,389	14,378
Production workers	10,766	10,200	10,181	10,136	10,104	10,077	10,058	10,048	10,044	10,035	10,038	10,058	10,085	10,110	10,103
Durable goods	9,483	8,970	8,958	8,908	8,886	8,867	8,854	8,874	8,868	8,869	8,882	8,889	8,924	8,946	8,949
Production workers	6,529	6,157	6,142	6,104	6,099	6,077	6,066	6,089	6,079	6,081	6,088	6,101	6,126	6,148	6,151
Wood products	554.9	536.1	533.3	532.4	528.9	531.8	533.4	536.3	536.6	536.3	538.4	539.7	540	544.2	544.3
Nonmetallic mineral products	516.0	492.6	494.8	760.8	490.2	488	486.6	489.7	487.5	492.7	490.5	493.2	497.8	501.6	503.2
Primary metals	509.4	476.7	475.8	472.1	470.6	466.3	463.4	464.1	464.6	432.2	462.2	462.0	462.5	464.1	465.8
Fabricated metal products	1,548.5	1,478.4	1,474.4	1,468.4	1,465.6	1,461.1	1,461.3	1,468.1	1,471.2	1,471.8	1,476.6	1,478.5	1,486.7	1,494.7	1,495.2
Machinery	1,229.5	1,153.5	1,149.9	1,145.5	1,140.8	1,139.4	1,137.0	1,142.5	1,140.4	1,138.7	1,141.2	1,145.1	1,152.0	1,153.2	1,156.8
Computer and electronic products[1]	1,507.2	1,360.9	1,359.3	1,348.7	1,343.8	1,339.2	1,332.8	1,334.4	1,332.2	1,333.2	1,333.9	1,338.0	1,339.7	1,344.0	1,343.8
Computer and peripheral equipment	250.0	225.7	227.3	224.0	222.5	221.9	219.3	219.1	217.8	219.4	219.0	218.6	218.1	218.0	216.4
Communications equipment	185.8	157.0	156.3	155.8	155.0	154.1	1 53.9	154.4	153.0	154.8	154.8	155.0	155.1	155.6	156.9
Semiconductors and electronic components	524.5	461.8	461.5	457.9	456.2	453.3	449.4	451.2	451.3	450.2	451.4	452.1	453.4	455.8	457.0
Electronic instruments	450.0	429.3	426.9	424.7	425.2	425.5	425.1	425.2	425.3	423.7	423.3	426.8	427.5	429.7	430.0
Electrical equipment and appliances	496.5	459.9	459.7	457.7	453.8	452.1	450.8	450.9	451.2	449.8	448.6	446.8	446.5	446.4	446.7
Transportation equipment	1,828.9	1,775.4	1,775.0	1,759.8	1,766.5	1,765.6	1,765.5	1,766.5	1,762.7	1,760.6	1,766.5	1,769.1	1,768.8	1,767.8	1,765.0
Furniture and related products	604.1	573.5	571.1	572.6	568.1	568.0	568.2	568.9	569.3	571.3	571.2	573.4	576.5	576.2	575.1
Miscellaneous manufacturing	688.3	662.8	664.3	660.2	657.9	655.9	655.2	652.7	651.9	652.0	653.0	653.0	653.0	653.5	652.6
Nondurable goods	5,775	5,555	5,556	5,544	5,518	5,508	5,497	5,470	5,456	5,445	5,439	5,445	5,441	5,443	5,249
Production workers	4,239	4,043	4,039	4,032	4,005	4,000	3,992	3,959	3,965	3,954	3,950	3,957	3,959	3,962	3,952
Food manufacturing	1,525.7	1,518.7	1,517.8	1,522.1	1,523.8	1,526.0	1,528.2	1,508.3	1,506.3	1,500.7	1,502.4	1,504.5	1,502.7	1,503.8	1,501.3
Beverages and tobacco products	207.4	200.6	2..04	200.7	201.0	200.2	201.0	198.3	198.3	197.7	195.9	197.2	197.8	197.7	198.7
Textile mills	290.9	260.3	262.9	256.9	251.8	250.2	247.0	245.1	241.0	239.2	237.3	237.1	235.8	236.0	234.7
Textile product mills	194.6	179.8	181.6	178.7	170.7	173.7	172.6	175.2	174.3	176.9	176.6	179.7	180.1	181.7	179.9
Apparel	359.7	312.7	313.2	307.5	304.0	299.8	299.7	297.7	297.7	296.1	297.1	294.3	292.7	290.1	287.4
Leather and allied products	50.2	45.2	44.2	44.9	44.3	44.2	43.7	44.1	44.3	44.6	44.8	44.8	44.6	44.5	44.1
Paper and paper products	546.6	519.0	519.2	516.3	515.1	513.8	513.3	511.7	510.3	509.8	508.0	508.8	507.0	506.9	504.1
Printing and related support activities	706.6	680.0	682.2	681.1	678.8	676.2	673.3	673.1	670.1	667.6	665.0	664.4	663.6	665.8	664.6
Petroleum and coal products	118.1	114.6	114.8	114.6	113.8	112.9	112.6	112.0	112.4	114.3	112.9	113.1	112.6	113.3	114.0
Chemicals	927.5	7.9	907.9	908.2	905.4	902.7	899.1	897.6	895.9	893.7	894.7	894.9	896.4	894.2	892.8
Plastics and rubber products	848.0	815.9	811.8	813.1	808.8	808.4	806.3	806.5	805.8	804.8	803.9	806.3	807.5	809.4	807.7
SERVICE-PROVIDING	107,784	108,114	108,054	108,070	108,077	108,159	108,270	108,341	108,367	108,498	108,593	108,852	109,132	109,301	109,423
PRIVATE SERVICE-PROVIDING	86,271	86,538	86,487	86,509	82,497	86,620	86,710	86,797	86,823	86,971	87,054	87,299	87,560	87,757	87,884
Trade, transportation, and utilities	25,497	25,275	25,266	25,225	25,225	25,252	25,272	25,261	25,211	25,312	25,331	25,415	25,448	25,485	25,509
Wholesale trade	5,652.3	5,605.0	5,608.6	5,596.8	5,589.0	5,585.1	5,581.6	5,592.7	5,598.4	5,611.4	5,612.2	5,623.5	5,632.5	5,636.1	5,633.8
Durable goods	3,007.9	2,949.2	2,948.4	2,942.5	2,936.2	2,932.1	2,932.0	2,943.9	2,945.8	2,954.9	2,953.8	2,963.4	2,967.5	2,968.4	2,970.9
Nondurable goods	2,015.0	2,002.1	2,005.1	2,001.6	1,997.9	1,995.9	1,992.4	1,989.2	1,991.8	1,993.7	1,994.5	1,995.3	1,996.3	1,996.9	1,991.3
Electronic markets and agents and brokers	629.4	654.3	655.1	652.7	651.9	6657.1	657.2	659.6	660.8	662.8	663.9	664.8	668.7	670.8	671.6
Retail trade	15,025.1	14,911.5	14,908.0	14,896.5	14,911.6	14,926.8	14,948.1	14,921.7	14,876.0	14,944.8	14,963.0	15,013.0	15,037.1	15,054.7	15,061.4
Motor vehicles and parts dealers[1]	1,879.4	1,883.5	1,881.7	1,883.7	1,883.5	1,889.8	1,889.7	1,892.9	1,893.7	1,895.4	1,900.9	1,906.9	1,910.9	1,912.0	1,909.1
Automobile dealers	1,252.8	1,255.1	1,254.8	1,256.9	1,257.0	1,259.7	1,259.6	1,258.9	1,259.5	1,261.3	1,262.9	1,263.9	1,264.7	1,263.6	1,262.4
Furniture and home furnishings stores	538.7	542.9	543.1	540.1	538.0	539.7	540.2	544.8	547.2	546.4	544.5	544.8	544.5	545.0	544.6
Electronics and appliance stores	525.3	511.9	511.3	507.2	507.4	506.7	506.5	512.8	511.9	509.3	508.2	511.7	514.1	513.1	512.6

See notes at end of table.

12. Continued—Employment of workers on nonfarm payrolls by industry, monthly data seasonally adjusted

[In thousands]

Industry	Annual average		2003							2004					
	2002	2003	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May[p]	June[p]
Building material and garden supply stores	1,176.5	1,191.1	1,187.4	1,188.3	1,194.7	1,203.4	1,204.0	1,210.0	1,209.5	1,221.4	1,231.4	1,243.5	1,247.3	1,250.3	1,248.2
Food and beverage stores	2,881.6	2,840.9	2,847.3	2,835.6	2,833.6	2,829.4	2,838.7	2,821.4	2,813.9	2,826.3	2,831.3	2,838.9	2,839.9	2,845.9	2,843.2
Health and personal care stores	938.8	943.1	943.2	941.4	941.0	943.1	948.3	951.6	952.6	954.1	954.9	958.2	957.9	958.4	961.7
Gasoline stations	895.9	879.9	882.6	877.9	881.4	877.9	873.8	875.2	871.1	875..1	871.8	873.0	872.4	872.5	871.4
Clothing and clothing accessories stores	1,312.5	1,296.7	1,293.1	1,294.0	1,294.8	1,295.6	1,302.6	1,297.1	1,301.0	1,304.3	1,311.3	1,321.8	1,328.0	1,333.5	1,341.6
Sporting goods, hobby, book, and music stores	661.3	645.0	644.8	644.1	642.5	642.8	642.0	641.6	633.2	635.9	636.8	636.5	635.8	636.7	636.0
General merchandise stores[1]	2,812.0	2,815.2	2,811.2	2,820.4	2,834.9	2,839.9	2,842.9	2,826.4	2,793.4	2,822.7	2,822.5	2,824.4	2,831.0	2,830.2	2831.5
Department stores	1,684.0	1,618.8	1,612.2	1,613.7	1,622.3	1,623.7	1,623.5	1,612.6	1,601.3	1,603.4	1,602.7	1,604.9	16.7	1,606.5	1,603.4
Miscellaneous store retailers	959.5	934.1	934.7	934.0	931.9	931.7	933.5	930.9	924.4	929.6	924.6	926.9	927.9	927.3	929.8
Nonstore retailers	443.7	427.5	427.6	429.8	427.9	426.8	425.9	417.3	424.1	424.3	424.8	427.4	429.8	431.7	431.7
Transportation and warehousing	4,223.6	4,176.7	4,171.6	4,153.6	4,148.4	4,160.8	4,162.9	4,168.0	4,157.0	4,175.9	4,175.8	4,197.0	4,196.5	4,212.2	4231.4
Air transportation	563.5	527.3	523.0	513.8	512.4	511.8	506.1	511.5	512.9	510.2	511.6	512.9	513.3	513.6	513.1
Rail transportation	217.8	215.4	216.0	216.1	213.8	215.6	215.2	215.5	215.5	215.4	215.7	216.0	216.3	216.3	217.2
Water transportation	52.6	52.5	53.1	53.1	52.9	51.5	52.5	50.9	50.0	50.6	48.8	49.2	50.6	50.9	51.9
Truck transportation	1,339.3	1,328.0	1,324.6	1,324.3	1,329.6	1,328.7	1,329.3	1,335.7	1,338.7	1,343.6	1,344.1	1,346.4	1,352.2	1,354.3	1,360.1
Transit and ground passenger transportation	380.8	380.3	378.3	372.8	371.2	380.7	389.2	385.7	385.0	382.3	380.1	380.5	372.3	382.8	385.9
Pipeline transportation	41.7	40.0	40.4	40.1	39.5	39.3	39.0	38.7	38.8	38.3	38.2	38.1	38.1	38.3	38.4
Scenic and sightseeing transportation	25.6	28.0	29.1	29.1	28.9	28.9	29.0	28.7	29.4	28.7	29.7	31.4	31.1	31.1	30.8
Support activities for transportation	524.7	516.3	517.1	513.4	512.2	515.4	514.3	512.4	511.6	514.1	515.5	518.5	519.1	519.8	520.7
Couriers and messengers	560.9	566.6	569.4	569.5	566.7	566.5	565.0	564.7	559.0	566.9	567.7	572.1	570.9	574.3	579.9
Warehousing and storage	516.7	522.3	520.6	521.4	521.2	522.4	522.6	524.2	516.1	525.8	524.4	531.9	532.6	530.8	533.4
Utilities	596.2	580.8	577.8	578.1	578.8	578.9	579.2	578.9	579.3	580.2	580.0	581.2	582.1	582.1	582.0
Information	3,395	3,198	3,194	3,188	3,174	3,175	3,166	3,172	3,175	3,163	3,169	3,169	3,173	3,177	3,178
Publishing industries, except Internet	964.1	926.4	926.4	922.7	922.0	919.3	918.0	918.4	917.4	914.0	915.1	915.3	916.3	915.4	916.8
Motion picture and sound recording industries	387.9	376.1	374.2	376.6	369.9	375.4	373.4	382.7	385.2	379.7	382.7	381.2	385.7	390.1	389.4
Broadcasting, except Internet	334.1	327.0	326.3	326.5	325.5	327.6	326.0	327.0	329.5	329.7	331.8	333.0	333.3	335.4	335.8
Internet publishing and broadcasting	33.7	30.0	29.5	30.1	30.0	30.1	29.9	30.4	30.4	30.8	31.9	31.9	32.5	33.0	33.5
Telecommunications	1,186.5	1,082.6	1,082.0	1,075.3	1,071.3	1,069.4	1,065.2	1,062.2	1,061.2	1,061.3	1,058.2	1,055.0	1,051.9	1,047.7	1,046.0
ISPs, search portals, and data processing	441.0	407.5	408.0	409.5	407.6	405.4	404.8	402.6	402.6	400.1	401.1	403.7	404.0	405.5	407.0
Other information services	47.3	48.1	47.5	47.3	47.8	48.0	48.3	48.2	48.2	47.8	48.0	48.6	49.6	49.6	49.8
Financial activities	7,847	7,974	7,988	7,995	7,996	8,004	7,990	7,985	7,981	7,981	7,989	8,003	8,015	8,032	8,038
Finance and insurance	5,817.3	5,920.5	5,933.8	5,936.8	5,936.8	5,945.6	5,930.2	5,922.7	5,916.5	5,917.1	5,924.7	5,933.0	5,947.7	5,950.8	5,955.8
Monetary authorities—central bank	23.4	22.7	22.7	22.7	22.6	22.6	22.5	22.5	22.5	22.4	22.4	22.3	22.3	21.8	21.9
Credit intermediation and related activities[1]	2,686.0	2,785.6	2,797.6	2,802.6	2,806.0	2,808.1	2,801.0	2,790.3	2,783.3	2,785.3	2,787.2	2,793.8	2,802.1	2,805.3	2,808.9
Depository credit intermediation[1]	1,733.0	1,752.1	1,752.2	1,755.1	1,756.0	1,757.9	1,760.1	1,758.1	1,757.1	1,758.7	1,762.6	1,762.8	1,765.0	1,765.8	1,767.9
Commercial banking	1,278.1	1,281.1	1,281.5	1,283.2	1,283.9	1,283.6	1,284.4	1,280.5	1,278.9	1,280.4	1,283.5	1,284.1	1,285.0	1,284.7	1,285.4
Securities, commodity contracts, investments	789.4	764.4	760.7	760.4	758.7	761.7	762.0	769.1	771.9	773.8	778.2	780.8	781.0	784.0	787.0
Insurance carriers and related activities	2,233.2	2,266.1	2,271.3	2,269.7	2,268.7	2,271.9	2,264.7	2,261.2	2,258.1	2,255.8	2,257.4	2,257.1	2,259.5	2,261.6	2,260.3
Funds, trusts, and other financial vehicles	85.4	81.7	81.5	81.4	80.8	81.3	80.0	79.6	80.7	79.8	79.5	79.0	78.8	78.1	77.7
Real estate and rental and leasing	2,029.8	2,053.6	2,053.8	2,057.8	2,058.8	2,057.9	2,060.2	2,062.7	2,064.0	2,063.6	2,064.5	2,069.5	2,071.6	2,081.2	2,082.1
Real estate	1,352.9	1,384.4	1,382.4	1,385.3	1,386.6	1,388.8	1,390.6	1,394.5	1,395.7	1,397.7	1,400.2	1,405.8	1,409.2	1,417.0	1,418.0
Rental and leasing services	649.1	640.8	642.8	643.9	643.4	639.8	639.9	639.0	638.3	636.0	634.2	634.1	633.2	635.1	634.9
Lessors of nonfinancial intangible assets	27.6	28.4	28.6	28.6	28.8	29.3	29.7	29.2	30.0	29.9	30.1	29.6	29.2	29.1	29.2
Professional and business services	15,976	15,999	15,967	16,021	15,998	16,051	16,070	16,114	16,159	16,172	16,196	16,237	16,363	16,429	16,468
Professional and technical services[1]	6,675.6	6,623.5	6,606.5	6,585.7	6,578.1	6,606.3	6,624.1	6,647.9	6,669.3	6,657.9	6,658.1	6,679.8	6,701.4	6,707.1	6,730.2
Legal services	1,115.3	1,136.8	1,137.4	1,135.0	1,133.8	1,136.6	1,140.4	1,142.9	1,140.5	1,138.7	1,139.2	1,138.4	1,141.9	1,143.4	1,147.5
Accounting and bookkeeping services	837.3	815.6	802.0	800.7	800.7	802.5	801.5	810.6	826.6	815.2	813.3	812.8	818.5	807.5	810.8
Architectural and engineering services	1,246.1	1,228.0	1,220.8	1,224.6	1,222.0	1,230.1	1,230.9	1,233.9	1,235.2	1,230.9	1,240.0	1,246.4	1,254.1	1,258.0	1,262.4

See notes at end of table.

12. Continued—Employment of workers on nonfarm payrolls by industry, monthly data seasonally adjusted

[In thousands]

Industry	Annual average		2003							2004					
	2002	2003	June	July	Aug	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May[p]	June[p]
Computer systems design and related services	1,152.8	1,108.3	1,112.4	1,100.7	1,094.5	1,103.3	1,107.0	1,105.7	1,105.7	1,104.6	1,099.8	1,103.5	1,103.5	1,109.2	1,115.5
Management and technical consulting services	734.4	747.3	741.6	742.5	744.2	749.3	755.6	760.6	764.0	765.4	767.9	774.0	780.9	785.3	790.0
Management of companies and enterprises	1,705.4	1,675.5	1,374.9	1,680.3	1,671.4	1,671.7	1,669.1	1,671.6	1,670.2	1,675.1	1,675.6	1,676.6	1,679.7	1,683.3	1,685.9
Administrative and waste services	7,595.2	7,698.3	7,685.9	7,754.7	7,748.1	7,773.1	7,776.3	7,794.5	7,819.2	7,838.5	7,862.4	7,880.1	7,982.3	8,038.4	8,052.2
Administrative and support services[1]	7,276.8	73,764.0	7,364.8	7,426.5	7,427.0	7,451.6	7,456.0	7,473.7	7,496.3	7,517.5	7,539.6	7,556.8	7,657.0	7,713.6	7,725.5
Employment services[1]	3,246.5	3,336.2	3,314.6	3,369.6	3,366.2	3,389.1	3,402.0	3,427.6	3,461.3	3,473.8	3,493.8	3,492.3	3,553.7	3,591.3	3,594.6
Temporary help services	2,193.7	2,243.2	2,235.4	2,248.8	2,262.3	2,287.2	2,291.7	2,319.4	2,355.3	2,344.3	2,370.4	2,380.3	2,423.8	2,453.3	2,465.4
Business support services	756.6	747.4	747.8	744.2	748.7	753.2	753.2	746.7	745.1	739.0	739.8	746.0	748.6	751.6	757.2
Services to buildings and dwellings	1,606.1	1,631.7	1,634.8	1,643.8	1,648.4	1,645.2	1,639.6	1,639.4	1,635.9	1,637.1	1,639.5	1,646.2	1,674.5	1,685.2	1,691.0
Waste management and remediation services	318.3	321.9	321.1	328.2	321.1	321.5	320.3	320.8	322.9	321	322.8	323.3	325.3	324.8	326.7
Educational and health services	16,199	16,577	16,576	16,568	16,591	16,672	16,678	16,705	16,731	16,746	16,764	16,813	16,854	16,893	16,930
Educational services	2,642.8	2,688.5	2,677.7	2,676.4	2,673.9	2,689.1	2,707.7	2,723.1	2,728.0	2,729.3	2,727.4	2,736.0	2,740.8	2,745.1	2,752.1
Health care and social assistance	13,555.7	13,888.0	13,898.4	13,891.3	13,916.8	13,933.3	13,970.0	13,981.5	14,003.2	14,017.1	14,036.8	14,077.1	14,113.1	14,147.9	14,177.4
Ambulatory health care services[1]	4,633.2	4,776.0	4,777.3	4,783.4	4,791.9	4,792.8	4,812.8	4,818.7	4,831.0	4,840.3	4,855.3	4,868.0	4,883.6	4,897.7	4,908.6
Offices of physicians	1,967.8	2,003.8	2,001.0	2,004.6	2,007.1	2,008.2	2,018.5	2,023.3	2,030.0	2,032.3	2,034.4	2,043.5	2,046.1	2,049.6	2,051.4
Outpatient care centers	413.0	423.1	425.0	422.8	423.5	422.9	423.3	426.4	425.0	427.8	431.1	430.3	432.2	435.2	435.2
Home health care services	679.8	727.1	729.7	732.0	733.7	732.8	737.7	735.7	739.9	740.2	741.5	743.8	748.4	752.2	757.8
Hospitals	4,159.6	4,252.5	4,259.8	4,247.4	4,260.2	4,264.4	4,268.9	4,278.1	4,283.9	4,287.8	4,284.1	4,298.0	4,305.1	4,314.7	4,320.4
Nursing and residential care facilities[1]	2,743.3	2,784.3	2,786.7	2,784.2	2,787.7	2,789.3	2,794.2	2,792.8	2,793.0	2,792.1	2,791.1	2,798.4	2,802.8	2,804.8	2,805.0
Nursing care facilities	1,573.2	1,582.8	1,586.1	1,582.8	1,580.5	1,583.1	1,585.2	1,584.1	1,581.7	1,580.3	1,578.7	1,582.1	1,584.0	1,584.8	1,584.9
Social assistance[1]	2,019.7	2,075.2	2,074.6	2,076.3	2,080.0	2,086.8	2,094.1	2,091.9	2,095.3	2,096.9	2,106.3	2,112.7	2,121.6	2,130.7	2,143.4
Child day care services	744.1	760.5	756.5	761.1	764.5	765.8	771.6	766.3	770	766.3	772.2	773.7	777.6	779.8	791.1
Leisure and hospitality	11,986	12,128	12,097	12,118	12,117	12,126	12,147	12,178	12,192	12,218	12,229	12,271	12,303	12,332	12,340
Arts, entertainment, and recreation	1,782.6	1,801.0	1,792.1	1,797.7	1,795.0	1,794.4	1,796.9	1,799.4	1,795.2	1,801.4	1,796.7	1,798.7	1,791.1	1,791.6	1,786.0
Performing arts and spectator sports	363.7	370.2	366.6	366.2	366.7	372.0	369.6	371.7	368.8	369.4	366.5	364.6	361.4	358.7	357.7
Museums, historical sites, zoos, and parks	114.0	114.1	114.3	114.6	114.5	113.4	114.2	113.3	113.1	113.4	113.7	114.2	114.6	115.4	114.7
Amusements, gambling, and recreation	1,305.0	1,316.6	1,311.2	1,316.9	1,313.8	1,309.0	1,313.1	1,314.4	1,313.3	1,318.6	1,316.5	1,319.9	1,315.1	1,317.5	1,313.6
Accommodations and food services	10,203.2	10,324.4	10,305.1	10,319.9	10,321.8	10,331.7	10,350.4	10,378.9	10,396.3	10,416.5	10,432.3	10,742.0	10,511.8	10,540.3	10,553.6
Accommodations	1,778.6	1,765.2	1,756.0	1,762.5	1,755.0	1,739.1	1,733.7	1,751.7	1,763.0	1,752.1	1,754.4	1,753.4	1,758.5	1,758.9	1,765.2
Food services and drinking places	8,424.6	8,559.2	8,549.1	8,557.4	8,566.8	8,592.6	8,616.7	8,627.2	8,633.3	8,664.4	8,677.9	8,718.6	8,753.3	8,781.4	8,788.4
Other services	5,372	5,393	5,399	5,394	5,396	5,390	5,387	5,382	5,374	5,379	5,376	5,391	5,404	5,409	5,421
Repair and maintenance	1,246.9	1,236.2	1,238.9	1,238.7	1,242.4	1,240.4	1,237.6	1,234.4	1,228.5	1,233.5	1,230.5	1,239.4	1,238.2	1,238.3	1,269.4
Personal and laundry services	1,257.2	1,258.2	1,258.5	1,258.8	1,257.3	1,252.7	1,254.6	1,254.1	1,250.2	1,251.2	1,247.6	1,255.9	1,260.5	1,267.5	2,194.5
Membership associations and organizations	2,867.8	2,898.0	2,902.0	2,896.3	2,895.9	2,896.5	2,895.2	2,893.9	2,895.7	2,894.5	2,898.3	2,895.2	2,904.8	2,903.1	2,914.5
Government	21,513	21,575	21,567	21,561	21,580	21,539	21,560	21,544	21,544	21,527	21,539	21,553	21,572	21,544	21,539
Federal	2,767	2,756	2,763	2,758	2,750	2,747	2,736	2,723	2,720	2,715	2,716	2,710	2,727	2,706	2,706
Federal, except U.S. Postal Service	1,923.8	1,947.0	1,949.6	1,947.8	1,942.2	1,942.1	1,932.9	1,924.9	1,928.9	1,921.5	1,923.8	1,921.1	1,939.5	1,920.6	1,922.6
U.S. Postal Service	842.4	809.1	813.0	810.2	808.0	804.8	803.3	798.1	791.4	793.1	791.7	789.1	787.3	785.1	783.4
State	5,029	5,017	4,996	4,990	4,997	5,019	5,031	5,023	5,027	5,007	5,018	5,023	5,019	5,011	5,013
Education	2,242.8	2,266.4	2,247.9	2,249.0	2,258.7	2,278.8	2,290.4	2,282.5	2,285.7	2,268.0	2,279.6	2,283.2	2,278.3	2,267.9	2,270.0
Other State government	2,786.3	2,750.7	2,748.0	2,740.8	2,738.2	2,740.4	2,740.4	2,740.0	2,740.9	2,738.9	2,738.4	2,739.7	2,740.6	2,742.7	2,742.9
Local	13,718	13,802	13,808	13,813	13,833	13,773	13,793	13,798	13,797	13,805	13,805	13,820	13,826	13,827	13,820
Education	7,654.4	7,699.1	7,707.1	7,721.2	7,742.4	7,673.9	7,687.0	7,684.5	7,687.1	7,692.2	7,694.3	7,704.7	7,710.9	7,710.6	7,711.0
Other local government	6,063.2	6,104.0	6,101.1	6,091.5	6,090.1	6,099.3	6,105.9	6,113.1	6,109.7	6,112.7	6,110.8	6,114.8	6,115.4	6,116.0	6,108.8

[1] Includes other industries not shown separately.

NOTE: See "Notes on the data" for a description of the most recent benchmark revision.

p = preliminary.

13. Average weekly hours of production or nonsupervisory workers[1] on private nonfarm payrolls, by industry, monthly data seasonally adjusted

Industry	Annual average		2003							2004					
	2002	2003	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May[p]	June[p]
TOTAL PRIVATE	33.9	33.7	33.7	33.6	33.6	33.6	33.7	33.8	33.6	33.8	33.8	33.8	33.7	33.8	33.6
GOODS-PRODUCING	39.9	39.8	39.8	39.6	39.7	39.8	39.9	40.1	39.9	40.2	40.3	40.2	40.0	40.2	40.0
Natural resources and mining	43.2	43.6	43.6	43.3	43.6	43.6	43.7	43.9	43.6	44.5	44.1	44.2	44.3	44.2	44.4
Construction	38.4	38.4	38.4	38.3	38.5	38.4	38.4	38.5	38.1	38.5	38.5	38.6	38.2	38.3	38.1
Manufacturing	40.5	40.4	40.3	40.1	40.2	40.4	40.5	40.8	40.6	41.0	41.0	40.9	40.7	41.1	40.8
Overtime hours	4.2	4.2	4.1	4.1	4.1	4.2	4.3	4.5	4.5	4.5	4.6	4.6	4.5	4.6	4.6
Durable goods	40.8	40.8	40.7	40.5	40.5	40.8	40.9	41.3	41.2	41.5	41.5	41.4	41.2	41.5	41.2
Overtime hours	4.2	4.3	4.1	4.1	4.2	4.3	4.4	4.7	4.7	4.7	4.8	4.8	4.7	4.8	4.7
Wood products	39.9	40.4	40.3	40.7	40.4	40.4	40.6	41.2	41.0	40.9	41.1	41.0	41.0	41.4	41.0
Nonmetallic mineral products	42.0	42.2	42.1	41.8	42.1	41.9	42.1	42.4	42.3	42.5	42.5	42.9	42.3	41.6	42.0
Primary metals	42.4	42.3	42.0	41.7	41.9	42.2	42.3	42.7	42.7	43.1	43.0	43.2	43.1	43.5	43.3
Fabricated metal products	40.6	40.7	40.6	40.5	40.5	40.7	40.8	40.9	40.8	41.2	41.2	41.1	41.0	41.3	40.9
Machinery	40.5	40.8	40.9	40.4	40.7	41.0	40.9	41.1	41.1	41.8	41.8	41.7	41.6	42.2	42.0
Computer and electronic products	39.7	40.4	40.4	40.5	41.0	40.6	40.7	40.7	40.4	40.8	41.2	40.7	40.5	40.7	40.4
Electrical equipment and appliances	40.1	40.6	40.8	40.5	40.6	40.6	40.9	40.8	40.7	41.1	40.7	40.8	40.8	41.6	40.8
Transportation equipment	42.5	41.9	41.4	41.3	40.7	42.0	41.9	42.7	42.7	42.8	42.9	42.8	42.4	42.7	42.3
Furniture and related products	39.2	38.9	38.9	38.9	39.1	39.1	39.1	39.9	39.7	39.7	39.4	39.6	39.5	39.9	39.5
Miscellaneous manufacturing	38.6	38.4	38.4	38.3	38.1	38.3	38.3	38.9	38.5	39.0	38.7	38.7	38.3	38.8	38.2
Nondurable goods	40.1	39.8	39.7	39.4	39.6	39.8	39.9	40.1	39.9	40.2	40.3	40.1	40.0	40.3	40.1
Overtime hours	4.2	4.1	3.9	4.0	3.6	4.1	4.1	4.3	4.2	4.3	4.3	4.3	4.3	4.4	4.4
Food manufacturing	39.6	39.3	39.3	39.1	39.2	39.3	39.3	39.2	39.1	39.5	39.4	39.3	39.1	39.7	39.6
Beverage and tobacco products	39.4	39.1	38.8	38.4	38.8	39.1	38.8	39.9	39.1	39.6	40.3	39.4	39.6	39.2	38.6
Textile mills	40.6	39.1	38.8	37.7	38.7	39.0	39.1	40.0	39.7	40.0	40.0	40.2	39.5	40.1	40.1
Textile product mills	39.2	39.6	39.0	39.8	40.0	40.7	40.4	40.0	39.8	39.4	39.9	38.8	38.3	38.6	38.7
Apparel	36.7	35.6	35.1	34.6	34.8	35.1	35.8	36.2	35.8	35.7	36.2	36.3	35.9	36.1	35.7
Leather and allied products	37.5	39.3	38.8	39.7	38.9	38.4	38.9	39.3	40.3	39.8	39.5	39.4	39.1	38.5	38.8
Paper and paper products	41.8	42.1	41.4	41.2	41.2	41.2	41.5	41..9	41.8	41.9	42.0	41.8	41.9	42.5	42.0
Printing and related support activities	38.4	38.2	38.2	38.0	38.0	38.2	38.5	38.4	38.2	38.6	38.6	38.4	38.4	38.6	38.6
Petroleum and coal products	43.0	44.5	44.2	44.0	44.4	44.2	44.9	45.6	44.2	43.8	44.1	43.7	43.9	45.1	44.3
Chemicals	42.3	42.4	42.2	42.0	42.3	42.2	42.0	42.7	42.5	42.9	43.2	43.0	43.0	42.9	42.5
Plastics and rubber products	40.6	40.4	40.1	40.1	40.3	40.5	40.6	40.7	40.4	40.8	40.9	40.9	40.7	40.9	40.8
PRIVATE SERVICE-PROVIDING	32.5	32.4	32.3	32.2	32.3	32.3	32.3	32.4	32.2	32.4	32.4	32.4	32.3	32.4	32.2
Trade, transportation, and utilities	33.6	33.5	33.5	33.4	33.5	33.5	33.6	33.6	33.5	33.6	33.7	33.6	33.5	33.6	33.3
Wholesale trade	38.0	37.8	37.8	37.8	37.9	37.8	38.0	38.0	37.8	37.9	38.0	38.0	38.0	37.8	37.5
Retail trade	30.9	30.9	30.8	30.7	30.9	30.9	30.9	30.9	30.8	31.0	30.9	30.8	30.7	30.8	30.5
Transportation and warehousing	36.8	36.9	36.6	36.9	36.9	36.9	37.1	37.0	36.7	36.9	37.2	36.9	36.9	37.2	36.8
Utilities	40.9	41.1	41.0	41.0	41.0	40.4	41.0	41.4	40.8	40.8	41.0	41.2	41.2	41.4	41.2
Information	36.5	36.2	36.3	36.3	36.2	36.1	36.1	36.3	36.2	36.2	36.3	36.3	36.3	36.4	36.4
Financial activities	35.6	35.5	35.5	35.5	35.5	35.4	35.5	35.5	35.3	35.7	35.5	35.5	35.6	35.8	35.5
Professional and business services	34.2	34.1	34.1	34.1	33.9	33.9	34.0	34.1	33.8	34.1	34.2	34.1	34.1	34.2	33.9
Education and health services	32.4	32.3	32.3	32.3	32.4	32.3	32.3	32.4	32.4	32.4	32.4	32.4	32.4	32.4	32.4
Leisure and hospitality	25.8	25.6	25.5	25.4	25.5	25.5	25.6	25.7	25.6	25.7	25.8	25.7	25.7	25.7	25.6
Other services	32.0	31.4	31.4	31.3	31.3	31.2	31.3	31.2	31.0	31.1	31.1	31.2	31.1	31.1	30.9

[1] Data relate to production workers in natural resources and mining and manufacturing, construction workers in construction, and nonsupervisory workers in the service-providing industries.

NOTE: See "Notes on the data" for a description of the most recent benchmark revision.

p = preliminary.

14. Average hourly earnings of production or nonsupervisory workers[1] on private nonfarm payrolls, by industry, monthly data seasonally adjusted

Industry	Annual average		2003							2004					
	2002	2003	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May[p]	June[p]
TOTAL PRIVATE															
Current dollars	$14.95	$15.35	$15.34	$15.40	$15.41	$15.41	$15.43	$15.46	$15.45	$15.49	$15.52	$15.55	$15.59	$15.63	$15.65
Constant (1982) dollars	8.24	8.27	8.29	8.31	8.28	8.25	8.28	8.23	8.30	8.27	8.27	8.24	8.25	8.21	8.21
GOODS-PRODUCING	16.33	16.80	16.79	16.81	16.86	16.91	16.90	16.94	16.97	17.00	17.06	17.08	17.13	17.13	171.17
Natural resources and mining	17.19	17.58	17.52	17.57	17.62	17.66	17.72	17.79	17.91	17.95	18.01	18.10	18.08	18.10	18.24
Construction	18.52	18.95	18.97	15.97	19.01	19.05	19.06	19.06	19.04	19.11	19.18	19.17	19.20	19.20	19.21
Manufacturing	15.29	15.74	15.72	15.73	15.79	15.84	15.83	15.89	15.93	15.94	15.99	16.01	16.08	16.08	16.12
Excluding overtime	14.54	14.96	14.96	14.96	15.02	15.06	15.03	15.06	15.09	15.11	15.14	15.16	15.24	15.23	15.26
Durable goods	16.02	16.46	16.43	16.43	16.50	16.57	16.54	16.58	16.64	16.63	16.68	16.69	16.75	16.75	16.79
Nondurable goods	14.15	14.63	14.61	14.65	14.68	14.70	14.72	14.79	14.81	14.85	14.89	14.93	15.00	15.02	15.06
PRIVATE SERVICE-PROVIDING	14.56	14.96	14.95	15.02	15.02	15.01	15.03	15.06	15.05	15.08	15.10	15.13	15.17	15.22	15.24
Trade,transportation, and utilities	14.02	14.34	14.35	14.39	14.40	14.38	14.41	14.44	14.41	14.45	14.49	14.50	14.57	14.60	14.62
Wholesale trade	16.98	17.36	17.37	17.40	17.43	17.44	17.47	17.47	17.46	17.53	17.54	17.54	17.60	17.63	17.67
Retail trade	11.67	11.90	11.91	11.94	11.95	11.94	11.95	11.97	11.95	11.95	11.98	11.99	12.01	12.04	12.04
Transportation and warehousing	15.76	16.25	16.26	16.36	16.33	16.31	16.32	16.35	16.33	16.46	16.52	16.53	16.71	16. 76	16.80
Utilities	23.96	24.76	24.72	24.80	24.99	24.96	25.17	25.36	25.13	25.32	25.35	25.38	25.67	25.51	25.52
Information	20.20	21.01	20.98	21.18	21.22	21.21	21.21	21.10	20.99	21.15	21.24	21.25	21.29	21.36	21.34
Financial activities	16.17	17.13	17.16	17.41	17.39	17.27	17.29	17.30	17.30	17.35	17.32	17.41	17.46	17.53	17.58
Professional and business services	16.81	17.20	17.16	17.20	17.20	17.19	17.25	17.29	17.25	17.24	17.25	17.27	17.29	17.36	17.38
Education and health services	15.21	15.64	15.61	15.64	15.69	15.70	15.73	15.77	15.81	15.87	15.90	15.96	15.99	16.05	16.10
Leisure and hospitality	8.58	8.76	8.76	8.78	8.77	8.78	8.78	8.82	8.84	8.85	8.86	8.87	8.86	8.87	8.86
Other services	13.72	13.84	13.82	13.82	13.82	13.81	13.80	13.81	13.80	13.84	13.84	13.87	13.84	13.85	13.85

[1] Data relate to production workers in natural resources and mining and manufacturing, construction workers in construction, and nonsupervisory workers in the service-providing industries.

NOTE: See "Notes on the data" for a description of the most recent benchmark revision.
p = preliminary.

15. Average hourly earnings of production or nonsupervisory workers[1] on private nonfarm payrolls, by industry

Industry	Annual average		2003							2004					
	2002	2003	June	July	Aug	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May.[p]	June.[p]
TOTAL PRIVATE	$14.95	$15.35	$15.30	$15.29	$15.31	$15.44	$15.42	$15.52	$15.48	$15.56	$15.60	$15.55	$15.59	$15.63	$15.56
Seasonally adjusted	15.18	15.47	15.34	15.40	15.41	15.41	15.41	15.43	15.45	15.49	15.52	15.55	15.59	15.63	15.65
GOODS-PRODUCING	16.33	16.8	16.78	16.85	16.92	17.01	16.95	16.98	17.03	16.94	16.95	17.00	17.09	17.10	17.15
Natural resources and mining	17.19	17.58	17.44	17.53	17.52	17.69	17.69	17.15	17.97	18.00	18.05	18.17	18.14	18.06	18.18
Construction	18.52	18.95	18.91	19.00	19.08	19.19	19.13	19.08	19.19	19.01	19.07	19.07	19.15	19.14	19.13
Manufacturing	15.29	15.74	15.69	15.68	15.76	15.87	15.81	15.92	16.05	15.98	15.99	16.01	16.07	16.04	16.10
Durable goods	16.02	16.46	16.41	16.32	16.48	16.62	16.55	16.64	16.78	16.66	16.68	16.69	16.72	16.70	16.77
Wood products	12.33	12.71	12.70	12.81	12.77	12.83	12.82	12.95	12.93	12.90	12.91	12.93	13.00	13.02	12.98
Nonmetallic mineral products	15.40	15.77	15.70	15.83	15.81	15.84	15.95	15.99	15.98	16.03	16.00	16.02	16.19	16.15	16.19
Primary metals	17.68	18.13	18.05	18.26	18.13	18.30	18.25	18.32	18.39	18.39	18.36	18.33	18.52	18.42	18.49
Fabricated metal products	14.68	15.01	14.92	15.00	15.04	15.09	15.03	15.06	15.23	15.20	15.18	15.25	15.21	15.19	15.24
Machinery	15.92	16.30	16.30	16.36	16.32	16.40	16.35	16.49	16.62	16.53	16.50	16.49	16.53	16.53	16.54
Computer and electronic products	16.20	16.68	16.78	16.79	16.81	16.77	16.77	16.78	16.85	16.81	16.92	16.93	17.01	17.11	17.28
Electrical equipment and appliances	13.98	14.35	14.29	14.31	14.45	14.49	14.37	14.54	14.68	14.50	14.58	14.68	14.80	14.82	14.94
Transportation equipment	20.64	21.25	21.21	20.76	21.29	21.56	21.35	21.48	21.74	21.38	21.37	21.34	21.36	21.27	21.37
Furniture and related products	12.61	12.98	12.95	12.97	13.04	13.10	13.01	13.08	13.08	12.95	12.92	12.96	13.09	13.05	13.13
Miscellaneous manufacturing	12.91	13.30	13.14	13.26	13.27	13.42	13.47	13.53	13.60	13.68	13.75	13.78	13.70	13.76	13.97
Nondurable goods	14.15	14.63	14.56	14.71	14.65	14.73	14.67	14.80	14.88	14.89	14.88	14.90	15.01	14.98	15.01
Food manufacturing	12.55	12.80	12.73	12.84	12.80	12.90	12.77	12.91	12.95	12.91	12.87	12.89	12.96	12.94	12.98
Beverages and tobacco products	17.73	17.96	17.70	17.86	17.75	17.73	18.05	18.64	18.58	18.88	18.76	19.13	19.60	19.53	19.30
Textile mills	11.73	12.00	11.93	11.97	11.95	12.07	12.02	12.08	12.21	12.11	12.13	12.09	12.23	12.09	12.15
Textile product mills	10.96	11.24	11.16	11.28	11.46	11.47	11.37	11.35	11.44	11.45	11.40	11.37	11.33	11.26	11.24
Apparel	9.10	9.56	9.47	9.68	9.75	9.77	9.69	9.71	9.80	9.74	9.58	9.60	9.71	9.54	9.59
Leather and allied products	11.00	11.67	11.55	11.52	11.67	11.63	11.83	11.87	11.90	11.94	11.76	11.64	11.65	11.50	11.64
Paper and paper products	16.85	17.32	17.20	17.45	17.33	17.41	17.44	17.58	17.60	17.63	17.55	17.59	17.84	17.91	17.80
Printing and related support activities	14.93	15.37	15.25	15.39	15.36	15.46	15.41	15.48	15.56	15.53	15.57	15.61	15.54	15.50	15.55
Petroleum and coal products	23.04	23.64	23.45	23.14	22.96	23.45	23.63	24.00	24.06	24.13	24.32	24.82	24.48	24.42	24.31
Chemicals	17.97	18.52	18.53	18.51	18.60	18.66	18.66	18.77	18.79	18.83	18.85	18.87	19.02	19.06	19.18
Plastics and rubber products	13.55	14.18	14.20	14.38	14.27	14.30	14.19	14.27	14.47	14.43	14.45	14.45	14.58	14.56	14.61
PRIVATE SERVICE-PROVIDING	14.56	14.96	14.90	14.87	14.88	15.00	15.01	15.13	15.07	15.19	15.24	15.16	15.20	15.24	15.13
Trade, transportation, and utilities	14.02	14.34	14.33	14.32	14.32	14.42	14.38	14.44	14.31	14.50	14.58	14.53	14.64	14.64	14.58
Wholesale trade	16.98	17.36	17.36	17.33	17.35	17.41	17.42	17.56	17.46	17.56	17.60	17.47	17.60	17.68	17.57
Retail trade	11.67	11.90	11.90	11.89	11.89	11.99	11.91	11.92	11.87	11.98	12.04	12.03	12.08	12.07	12.02
Transportation and warehousing	15.76	16.25	16.25	16.35	16.33	16.31	16.31	16.40	16.33	16.46	16.58	16.51	16.73	16.73	16.81
Utilities	23.96	24.76	24.63	24.64	24.81	25.15	25.23	25.50	25.26	25.38	25.29	25.36	25.69	25.56	25.41
	20.20	21.01	20.92	21.01	21.11	21.35	21.25	21.28	21.10	21.21	21.28	21.17	21.24	21.35	21.23
Financial activities	16.17	17.13	17.19	17.29	17.34	17.27	17.25	17.42	17.26	17.35	17.47	17.37	17.45	17.65	17.49
Professional and business services	16.81	17.20	17.20	17.07	17.00	17.11	17.13	17.41	17.29	17.38	17.47	17.28	17.26	17.45	17.25
Education and health services	15.21	15.64	15.54	15.62	15.68	15.71	15.73	15.79	15.86	15.94	15.95	15.94	15.99	15.99	16.03
Leisure and hospitality	8.58	8.76	8.71	8.68	8.68	8.78	8.78	8.83	8.94	8.89	8.92	8.89	8.84	8.86	8.80
Other services	13.72	13.84	13.80	13.72	13.75	13.82	13.78	13.85	13.88	13.89	13.90	13.85	13.87	13.90	13.81

[1] Data relate to production workers in natural resources and mining and manufacturing, construction workers in construction, and nonsupervisory workers in the service-providing industries.

NOTE: See "Notes on the data" for a description of the most recent benchmark revision.
p = preliminary.

16. Average weekly earnings of production or nonsupervisory workers[1] on private nonfarm payrolls, by industry

Industry	Annual average		2003							2004					
	2002	2003	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May[p]	June[p]
TOTAL PRIVATE	$506.07	$517.36	$521.73	$515.27	$519.01	$520.33	$519.65	$527.68	$520.13	$518.15	$527.28	$520.93	$522.27	$531.42	$524.37
Seasonally adjusted	–	–	516.96	517.44	517.78	517.78	519.99	522.55	519.12	523.56	524.58	525.59	525.38	528.29	525.84
GOODS-PRODUCING	651.61	669.23	672.88	665.58	678.49	685.50	681.39	684.29	682.90	674.21	674.61	681.70	678.47	690.84	691.15
Natural resources and mining	741.97	766.83	772.59	757.30	772.63	780.13	778.36	784.55	781.70	784.80	786.98	797.66	794.53	798.25	819.92
Construction	711.82	727.11	737.49	741.00	753.66	752.25	744.16	730.76	714.34	712.88	711.31	732.29	721.96	740.72	738.42
Manufacturing	618.75	636.07	635.45	620.93	633.55	647.50	643.47	655.90	662.87	650.39	652.39	653.21	652.44	659.24	660.10
Durable goods	652.97	671.53	672.81	651.17	669.09	684.74	680.21	692.22	703.08	688.06	688.88	690.97	687.19	694.72	695.96
Wood products	492.00	513.92	520.70	521.37	519.74	526.03	525.62	537.43	531.42	517.29	521.56	524.96	530.40	544.24	539.97
Nonmetallic mineral products	646.91	665.11	673.53	666.44	675.09	676.37	679.47	681.17	669.56	663.64	664.00	680.85	684.84	681.53	691.31
Primary metals	749.32	767.63	761.71	750.49	754.21	777.75	771.98	785.93	799.97	796.29	787.64	790.02	800.06	801.71	804.32
Fabricated metal products	596.38	610.33	608.74	598.50	609.12	617.18	616.23	621.98	635.09	626.24	623.90	625.25	620.27	627.35	626.36
Machinery	645.55	664.79	669.93	651.13	660.96	672.40	667.08	682.69	696.38	689.30	691.35	690.93	987.65	700.87	699.64
Computer and electronic products	642.87	674.68	681.27	669.92	685.85	684.22	684.22	693.01	695.91	680.81	695.41	690.74	683.80	694.67	701.57
Electrical equipment and appliances	560.24	582.68	587.32	568.11	582.34	588.29	592.04	601.96	616.56	594.50	591.95	596.01	599.40	613.55	612.54
Transportation equipment	877.87	890.32	888.70	824.17	870.76	918.46	905.24	925.79	950.04	915.06	916.77	917.62	905.66	914.61	912.50
Furniture and related products	494.01	505.23	505.05	504.53	513.78	518.76	508.69	523.20	528.43	510.23	505.17	510.62	517.06	518.09	518.64
Miscellaneous manufacturing	499.13	510.69	505.89	501.23	505.59	515.33	515.90	530.38	533.12	532.15	533.50	534.66	524.71	533.89	533.65
Nondurable goods	566.84	582.65	579.49	575.16	581.61	593.62	588.27	600.88	602.64	594.11	595.20	596.00	595.90	602.20	603.40
Food manufacturing	496.91	502.61	500.29	499.48	506.88	517.29	505.69	515.11	514.12	504.78	499.36	498.84	497.66	511.13	514.01
Beverages and tobacco products	698.39	702.75	699.15	692.97	694.03	707.43	707.56	751.19	722.76	728.77	737.27	744.16	780.08	771.44	754.63
Textile mills	476.52	469.47	464.08	440.50	462.47	475.56	469.98	485.62	490.84	485.61	486.41	490.85	484.31	486.02	488.43
Textile product mills	429.01	445.08	440.82	446.69	459.55	467.98	458.21	456.27	464.46	447.70	450.30	441.16	435.07	432.38	438.36
Apparel	333.66	340.22	337.13	332.02	339.30	341.95	348.84	356.36	352.80	343.82	345.84	350.40	347.76	346.30	346.20
Leather and allied products	412.99	458.26	452.76	449.28	451.63	445.43	462.55	465.30	485.52	471.63	464.52	464.44	460.18	441.60	452.80
Paper and paper products	705.62	719.21	712.08	713.71	710.53	726.00	727.25	743.63	751.52	738.70	731.84	731.74	745.71	755.80	747.60
Printing and related support activities	573.05	587.42	577.98	578.66	585.22	599.85	597.91	603.72	602.17	593.25	597.89	600.99	593.63	593.65	595.57
Petroleum and coal products	990.88	1,052.97	1,043.53	1,022.79	1,007.94	1,045.87	1,068.08	1,099.20	1,061.05	1,068.96	1,074.94	1,079.67	1,062.43	1,091.57	1,084.23
Chemicals	759.53	784.56	785.67	771.87	784.92	793.05	785.59	808.99	806.09	804.04	816.21	811.41	814.06	815.77	818.99
Plastics and rubber products	549.85	572.23	573.68	566.57	572.23	583.44	578.95	586.50	596.16	585.86	588.12	589.56	594.86	595.50	600.47
PRIVATE SERVICE-PROVIDING	472.88	484.00	487.23	481.79	485.09	483.00	484.82	493.24	485.25	484.56	496.82	486.64	487.92	496.82	488.70
Trade, transportation, and utilities	471.27	481.10	487.22	484.02	485.45	485.95	483.17	486.63	480.82	477.05	488.43	482.40	486.05	493.37	488.43
Wholesale trade	644.38	657.12	664.89	653.34	659.30	658.10	661.96	676.06	659.99	656.74	670.56	658.62	665.28	675.38	658.88
Retail trade	360.81	367.28	373.66	373.35	373.35	371.69	366.83	365.94	367.97	361.80	368.42	365.71	367.23	372.96	370.22
Transportation and warehousing	579.75	597.79	601.25	603.32	604.21	606.73	603.47	615.00	602.58	597.50	613.46	604.27	610.65	625.70	620.29
Utilities	979.09	1,016.94	1,012.29	1,007.78	1,017.21	1,026.12	1,039.48	1,068.45	1,028.08	1,032.97	1,039.42	1,039.76	1,053.29	1,055.63	1,049.43
Information	738.17	761.13	767.76	762.66	768.40	770.74	769.25	783.10	761.71	763.56	776.72	760.00	764.64	775.01	772.77
Financial activities	575.51	608.87	622.28	610.34	613.84	607.90	608.93	628.86	607.55	612.10	630.67	611.42	615.99	637.17	617.40
Professional and business services	574.66	586.68	596.84	580.38	579.70	578.32	580.71	597.16	582.67	583.97	602.72	587.52	588.57	603.77	586.50
Education and health services	492.74	505.76	505.05	504.53	508.03	505.86	506.51	516.33	512.28	514.86	519.97	513.27	516.48	519.68	517.77
Leisure and hospitality	221.26	224.35	227.33	226.55	228.28	222.13	223.89	226.05	225.29	221.36	230.14	225.80	224.81	224.54	227.04
Other services	439.76	434.49	436.08	430.81	433.13	431.18	431.31	434.89	430.28	429.20	433.68	428.73	428.58	435.07	426.73

[1] Data relate to production workers in natural resources and mining and manufacturing, construction workers in construction, and nonsupervisory workers in the service-providing industries.

NOTE: See "Notes on the data" for a description of the most recent benchmark revision.
Dash indicates data not available.
p = preliminary.

17. Diffusion indexes of employment change, seasonally adjusted

[In percent]

Timespan and year	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
	Private nonfarm payrolls, 278 industries											
Over 1-month span:												
2000	61.9	62.9	63.3	59.5	46.9	61.7	63.1	52.5	51.5	53.4	56.8	53.8
2001	52.2	47.8	50.4	34.4	41.4	39.2	37.1	38.8	38.3	32.4	36.7	34.9
2002	40.1	35.1	41.0	41.5	41.7	47.8	44.1	44.1	42.8	39.0	38.7	34.5
2003	41.2	35.1	38.1	41.4	42.8	40.1	40.5	39.7	49.3	46.0	51.1	49.1
2004	52.3	56.1	68.7	67.6	63.8	60.1						
Over 3-month span:												
2000	69.2	66.2	67.8	68.3	60.1	58.1	56.3	61.5	56.5	53.2	52.9	56.8
2001	52.7	50.4	50.4	43.5	38.8	34.9	36.2	37.9	34.7	35.3	30.8	32.0
2002	34.0	37.4	35.1	36.2	36.7	39.4	39.9	40.8	38.7	37.1	34.4	34.7
2003	36.5	32.6	36.3	35.1	40.5	42.6	37.4	35.4	40.1	45.5	50.5	51.1
2004	54.0	55.2	62.8	70.0	74.5	69.1						
Over 6-month span:												
2000	67.3	69.1	75.2	72.5	67.4	67.8	66.7	60.8	59.0	55.0	59.7	54.0
2001	51.8	50.0	51.8	47.3	43.5	41.5	38.1	35.4	32.2	33.1	31.5	31.1
2002	29.5	30.0	31.1	31.1	31.7	37.1	37.2	39.0	34.7	36.5	35.3	33.3
2003	33.6	31.1	31.7	31.7	33.5	37.8	36.2	36.5	40.5	39.4	42.6	41.7
2004	48.9	54.1	59.6	64.7	67.8	68.9						
Over 12-month span:												
2000	70.9	69.2	73.2	71.0	69.8	71.0	70.0	70.3	70.3	65.6	63.8	62.1
2001	59.5	59.5	53.4	49.3	48.6	45.0	43.3	43.9	39.9	37.8	37.1	34.9
2002	33.6	31.7	30.2	30.4	30.2	29.1	32.0	31.3	30.0	29.5	32.9	34.7
2003	34.5	31.5	32.9	33.5	36.2	34.4	34.7	33.1	37.6	37.4	33.1	35.4
2004	37.8	43.2	47.3	50.7	54.9	60.1						
	Manufacturing payrolls, 84 industries											
Over 1-month span:												
2000	48.2	58.3	50.0	50.0	41.1	57.1	60.7	28.6	25.0	35.1	39.9	41.1
2001	22.6	22.0	21.4	16.1	15.5	23.2	13.7	14.3	19.0	17.9	14.9	10.1
2002	21.4	18.5	23.8	35.1	29.8	32.7	40.5	28.0	31.0	11.9	15.5	17.9
2003	26.2	15.5	22.6	13.7	26.2	25.0	28.0	26.2	27.4	28.6	51.2	45.8
2004	42.9	55.4	60.1	66.1	64.9	51.2						
Over 3-month span:												
2000	53.6	53.6	56.0	54.8	44.0	44.0	51.2	47.6	32.7	25.0	23.2	38.7
2001	35.7	21.4	16.1	14.3	13.1	13.7	11.9	8.9	8.3	13.1	8.9	10.1
2002	9.5	10.1	11.3	17.9	17.3	19.0	28.0	22.0	23.8	15.5	6.5	4.8
2003	13.7	13.1	16.7	10.1	13.1	14.9	16.1	16.1	16.1	24.4	27.4	41.7
2004	48.8	51.8	59.5	66.1	71.4	65.5						
Over 6-month span:												
2000	44.0	52.4	55.4	57.7	47.6	51.8	56.0	45.2	39.3	34.5	32.1	27.4
2001	22.0	23.8	22.0	20.8	14.3	13.7	14.3	10.1	10.7	5.4	7.1	4.8
2002	6.5	8.9	7.7	8.3	7.7	14.3	14.9	10.7	12.5	10.1	8.9	8.9
2003	11.3	9.5	6.0	7.1	8.9	13.1	8.9	13.1	13.1	16.7	19.0	19.6
2004	28.6	36.9	46.4	56.5	61.3	61.9						
Over 12-month span:												
2000	41.7	39.3	47.0	50.0	46.4	52.4	51.8	49.4	46.4	40.5	35.1	33.3
2001	29.8	32.1	20.8	19.0	13.1	12.5	10.7	11.9	11.9	10.1	8.3	6.0
2002	7.1	6.0	6.0	6.5	7.1	3.6	4.8	6.0	4.8	7.1	4.8	8.3
2003	10.7	6.0	6.5	5.4	8.3	9.5	9.5	9.5	10.7	11.9	9.5	11.3
2004	9.5	19.0	16.7	26.2	29.8	38.7						

NOTE: Figures are the percent of industries with employment increasing plus one-half of the industries with unchanged employment, where 50 percent indicates an equal balance between industries with increasing and decreasing employment.

See the "Definitions" in this section. See "Notes on the data" for a description of the most recent benchmark revision.

Data for the two most recent months are preliminary.

18. Job openings levels and rates by industry and region, seasonally adjusted

Industry and region	Levels (in thousands)[1]							Rates						
	2003	2004						2003	2004					
	Dec.	Jan.	Feb.	Mar.	Apr.	May	June[P]	Dec.	Jan.	Feb.	Mar.	Apr.	May	June[P]
Total[2]	3,062	2,868	2,906	3,079	3,135	3,105	3,029	2.3	2.2	2.2	2.3	2.3	2.3	2.3
Industry														
Total private[2]	2,719	2,518	2,534	2,740	2,778	2,746	2,688	2.4	2.3	2.3	2.5	2.5	2.4	2.4
Construction	110	106	99	113	105	108	87	1.6	1.5	1.4	1.6	1.5	1.5	1.2
Manufacturing	234	233	226	232	251	244	256	1.6	1.6	1.6	1.6	1.7	1.7	1.7
Trade, transportation, and utilities	520	430	458	524	531	521	500	2.0	1.7	1.8	2.0	2.0	2.0	1.9
Professional and business services	594	501	491	502	518	530	515	3.5	3.0	2.9	3.0	3.1	3.1	3.0
Education and health services	520	549	551	559	576	542	516	3.0	3.2	3.2	3.2	3.3	3.1	3.0
Leisure and hospitality	399	368	383	370	376	391	413	3.2	2.9	3.0	2.9	3.0	3.1	3.2
Government	351	350	364	353	354	360	342	1.6	1.6	1.7	1.6	1.6	1.6	1.6
Region[3]														
Northeast	541	476	500	569	560	526	543	2.1	1.9	2.0	2.2	2.2	2.0	2.1
South	1,204	1,132	1,112	1,176	1,191	1,164	1,135	2.6	2.4	2.4	2.5	2.5	2.5	2.4
Midwest	666	679	680	663	692	688	675	2.1	2.2	2.2	2.1	2.2	2.2	2.1
West	649	586	632	655	694	765	659	2.2	2.0	2.2	2.2	2.4	2.6	2.3

[1] Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series.

[2] Includes natural resources and mining, information, financial activities, and other services, not shown separately.

[3] **Northeast:** Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont; **South:** Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, West Virginia; **Midwest:** Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin; **West:** Alaska, Arizona California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah Washington, Wyoming.

NOTE: The job openings level is the number of job openings on the last business day o the month; the job openings rate is the number of job openings on the last business day o the month as a percent of total employment plus job openings.

[P] = preliminary.

19. Hires levels and rates by industry and region, seasonally adjusted

Industry and region	Levels (in thousands)[1]							Rates						
	2003	2004						2003	2003					
	Dec.	Jan.	Feb.	Mar.	Apr.	May	June[P]	Dec.	Jan.	Feb.	Mar.	Apr.	May	June[P]
Total[2]	4,216	4,106	4,103	4,603	4,398	4,206	4,329	3.2	3.2	3.2	3.5	3.4	3.2	3.3
Industry														
Total private[2]	3,923	3,800	3,772	4,256	4,090	3,938	4,028	3.6	3.5	3.5	3.9	3.7	3.6	3.7
Construction	404	358	382	437	421	406	403	6.0	5.3	5.6	6.4	6.1	5.9	5.8
Manufacturing	340	349	355	361	354	336	364	2.4	2.4	2.5	2.5	2.5	2.3	2.5
Trade, transportation, and utilities	913	957	945	1,009	1,032	938	917	3.6	3.8	3.7	4.0	4.1	3.7	3.6
Professional and business services	650	708	529	713	609	631	677	4.0	4.4	3.3	4.4	3.7	3.8	4.1
Education and health services	427	416	447	444	460	451	429	2.5	2.5	2.7	2.6	2.7	2.7	2.5
Leisure and hospitality	753	715	766	810	766	739	735	6.2	5.9	6.3	6.6	6.2	6.0	6.0
Government	300	295	323	343	300	272	305	1.4	1.4	1.5	1.6	1.4	1.3	1.4
Region[3]														
Northeast	792	722	689	744	810	708	693	3.2	2.9	2.8	3.0	3.2	2.8	2.8
South	1,517	1,585	1,608	1,781	1,582	1,606	1,666	3.3	3.4	3.5	3.9	3.4	3.5	3.6
Midwest	897	921	953	1,040	991	956	971	2.9	3.0	3.1	3.4	3.2	3.1	3.1
West	992	883	876	1,029	1,093	951	1,016	3.5	3.1	3.1	3.6	3.8	3.3	3.5

[1] Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series.

[2] Includes natural resources and mining, information, financial activities, and other services, not shown separately.

[3] **Northeast**: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont; **South:** Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, West Virginia; **Midwest:** Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin; **West:** Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming.

NOTE: The hires level is the number of hires during the entire month; the hires rate is the number of hires during the entire month as a percent of total employment.

[P] = preliminary.

20. Total separations levels and rates by industry and region, seasonally adjusted

Industry and region	Levels (in thousands)[1]							Rates						
	2003	2004						2003	2004					
	Dec.	Jan.	Feb.	Mar.	Apr.	May	June[P]	Dec.	Jan.	Feb.	Mar.	Apr	May	June[P]
Total[2]	4,022	3,968	4,073	4,134	4,088	4,040	4,052	3.1	3.0	3.1	3.2	3.1	3.1	3.1
Industry														
Total private[2]	3,723	3,716	3,807	3,868	3,843	3,761	3,766	3.4	3.4	3.5	3.5	3.5	3.4	3.4
Construction	391	436	400	392	391	367	365	5.8	6.4	5.9	5.7	5.7	5.3	5.3
Manufacturing	343	323	355	377	353	377	362	2.4	2.3	2.5	2.6	2.5	2.6	2.5
Trade, transportation, and utilities	968	936	899	978	1,013	917	914	3.8	3.7	3.5	3.8	4.0	3.6	3.6
Professional and business services	575	572	590	597	606	556	576	3.6	3.5	3.6	3.7	3.7	3.4	3.5
Education and health services	330	389	388	382	386	379	357	2.0	2.3	2.3	2.3	2.3	2.2	2.1
Leisure and hospitality	723	709	727	715	679	696	700	5.9	5.8	5.9	5.8	5.5	5.6	5.7
Government	269	258	268	284	245	269	272	1.2	1.2	1.2	1.3	1.1	1.2	1.3
Region[3]														
Northeast	687	712	688	666	716	648	970	2.8	2.9	2.8	2.7	2.9	2.6	2.7
South	1,518	1,505	1,499	1,612	1,524	1,504	1,534	3.3	3.3	3.3	3.5	3.3	3.2	3.3
Midwest	901	903	929	938	877	833	820	2.9	2.9	3.0	3.0	2.8	2.7	2.6
West	898	896	941	1,003	959	1,008	977	3.2	3.2	3.3	3.5	3.4	3.5	3.4

[1] Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series.

[2] Includes natural resources and mining, information, financial activities, and other services, not shown separately.

[3] **Northeast:** Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont; **South:** Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, West Virginia; **Midwest:** Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin; **West:** Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming.

NOTE: The total separations level is the number of total separations during the entire month; the total separations rate is the number of total separations during the entire month as a percent of total employment.

[P] = preliminary.

21. Quits levels and rates by industry and region, seasonally adjusted

Industry and region	Levels (in thousands)[1]							Rates						
	2003	2004						2003	2004					
	Dec.	Jan.	Feb.	Mar.	Apr.	May	June[P]	Dec.	Jan.	Feb.	Mar.	Apr.	May	June[P]
Total[2]	2,131	2,118	2,178	2,271	2,278	2,173	2,238	1.6	1.6	1.7	1.7	1.7	1.7	1.7
Industry														
Total private[2]	2,010	2,002	2,051	2,144	2,151	2,026	2,120	1.9	1.8	1.9	2.0	2.0	1.9	1.9
Construction	171	148	133	154	149	144	159	2.5	2.2	2.0	2.3	2.2	2.1	2.3
Manufacturing	178	165	169	176	189	171	169	1.2	1.2	1.2	1.2	1.3	1.2	1.2
Trade, transportation, and utilities	534	530	493	530	563	525	531	2.1	2.1	1.9	2.1	2.2	2.1	2.1
Professional and business services	256	261	302	309	323	259	305	1.6	1.6	1.9	1.9	2.0	1.6	1.9
Education and health services	212	237	234	252	245	223	223	1.3	1.4	1.4	1.5	1.5	1.3	1.3
Leisure and hospitality	462	428	447	465	429	455	461	3.8	3.5	3.7	3.8	3.5	3.7	3.7
Government	119	116	126	129	129	129	118	.6	.5	.6	.6	.6	.6	.5
Region[3]														
Northeast	315	288	319	314	390	318	318	1.3	1.2	1.3	1.3	1.6	1.3	1.3
South	894	852	867	957	888	857	878	1.9	1.9	1.9	2.1	1.9	1.8	1.9
Midwest	465	513	455	474	479	479	476	1.5	1.7	1.5	1.5	1.5	1.5	1.5
West	436	475	520	565	524	521	567	1.5	1.7	1.8	2.0	1.8	1.8	2.0

[1] Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series.

[2] Includes natural resources and mining, information, financial activities, and other services, not shown separately.

[3] **Northeast:** Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont; **South:** Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, West Virginia; **Midwest:** Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin; **West:** Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming.

NOTE: The quits level is the number of quits during the entire month; the quits rate is the number of quits during the entire month as a percent of total employment.

[P] = preliminary.

22. Quarterly Census of Employment and Wages: 10 largest counties, fourth quarter 2003.

County by NAICS supersector	Establishments, fourth quarter 2003 (thousands)	Employment		Average weekly wage[1]	
		December 2003 (thousands)	Percent change, December 2002-03[2]	Fourth quarter 2003	Percent change, fourth quarter 2002-03[2]
United States[3]	8,314.1	129,341.5	0.0	$767	3.6
Private industry	8,048.7	108,215.1	.0	769	3.9
Natural resources and mining	123.7	1,557.8	.1	703	4.9
Construction	804.9	6,689.5	1.2	837	2.3
Manufacturing	376.8	14,307.8	-4.2	943	6.7
Trade, transportation, and utilities	1,853.6	25,957.3	-.3	665	3.4
Information	145.2	3,165.9	-4.0	1,139	3.9
Financial activities	767.0	7,874.7	1.2	1,138	5.9
Professional and business services	1,329.4	16,113.2	.6	945	3.8
Education and health services	732.2	15,974.0	2.1	731	3.8
Leisure and hospitality	669.9	12,042.8	1.7	335	3.4
Other services	1,080.6	4,274.1	-.1	494	3.1
Government	265.3	21,126.3	-.2	757	2.4
Los Angeles, CA	356.0	4,075.3	-.5	903	4.2
Private industry	352.2	3,486.3	-.2	898	4.2
Natural resources and mining	.6	11.0	.7	955	16.9
Construction	12.9	133.9	-1.1	883	1.7
Manufacturing	17.8	485.2	-7.1	900	6.5
Trade, transportation, and utilities	53.9	794.6	-1.2	735	2.7
Information	9.2	194.9	-2.0	1,627	5.2
Financial activities	23.0	237.9	.9	1,258	7.0
Professional and business services	40.1	575.0	1.6	1,043	3.7
Education and health services	26.6	456.5	1.9	820	3.9
Leisure and hospitality	25.6	375.9	5.6	766	6.5
Other services	142.1	220.7	3.5	422	5.0
Government	3.8	589.0	-2.3	930	3.3
Cook, IL	126.7	2,539.8	-1.2	922	3.0
Private industry	125.5	2,221.9	-.9	929	3.2
Natural resources and mining	.1	1.3	-3.6	1,037	3.2
Construction	10.5	96.7	.0	1,169	-.8
Manufacturing	7.9	265.7	-5.1	975	6.3
Trade, transportation, and utilities	26.7	499.4	-.8	753	.4
Information	2.5	66.1	-4.1	1,164	.1
Financial activities	13.8	219.4	-.8	1,471	8.1
Professional and business services	26.1	405.5	-1.3	1,206	4.1
Education and health services	12.3	350.8	1.0	791	3.7
Leisure and hospitality	10.5	217.7	2.8	375	-.3
Other services	12.6	95.1	-2.0	655	3.0
Government	1.2	317.9	-3.1	871	.9
New York, NY	111.9	2,253.6	-1.0	1,480	7.2
Private industry	111.7	1,800.4	-.6	1,623	8.1
Natural resources and mining	.0	.1	.0	1,197	-6.5
Construction	2.2	30.0	-4.5	1,567	3.4
Manufacturing	3.5	46.6	-4.9	1,290	6.4
Trade, transportation, and utilities	22.1	247.6	-1.2	1,164	5.5
Information	4.3	130.6	-5.1	1,751	7.9
Financial activities	16.7	352.0	-2.0	3,034	16.1
Professional and business services	22.6	439.7	.5	1,702	2.6
Education and health services	7.8	273.8	2.4	918	7.6
Leisure and hospitality	10.1	188.2	.4	787	6.1
Other services	16.0	82.9	-1.1	871	6.1
Government	2	453.2	-2.2	912	.1
Harris, TX	89.4	1,841.5	-.9	906	2.1
Private industry	89.0	1,595.2	-1.2	929	2.1
Natural resources and mining	1.2	62.5	8.7	2,185	-.9
Construction	6.3	135.5	-5.0	919	2.6
Manufacturing	4.7	164.0	-4.9	1,106	2.3
Trade, transportation, and utilities	21.1	403.2	-2.1	821	1.0
Information	1.4	33.8	-3.9	1,098	.4
Financial activities	9.7	113.1	1.7	1,181	4.9
Professional and business services	17.0	279.0	-1.7	1,073	3.2
Education and health services	8.8	188.3	1.5	812	1.8
Leisure and hospitality	6.5	155.2	.7	335	-.9
Other services	10.3	56.3	-3.1	539	.4
Government	.4	246.3	1.1	759	3.1
Maricopa, AZ	80.9	1,621.2	([4])	757	4.0
Private industry	80.5	1,401.8	2.2	755	3.9
Natural resources and mining	.5	9.8	-2.6	545	4.4
Construction	8.4	131.7	5.9	779	2.1
Manufacturing	3.3	128.0	-2.5	1,050	8.2
Trade, transportation, and utilities	18.6	336.4	1.5	712	3.2
Information	1.6	36.6	-4.1	872	.5
Financial activities	9.5	133.3	1.5	933	3.7
Professional and business services	18.1	261.5	4.2	776	3.5
Education and hospitality	7.6	160.5	5.6	842	5.0
Leisure and hospitality	5.6	155.8	.8	364	2.8
Other services	5.7	44.7	-2.6	500	2.2
Government	.5	219.4	1.6	766	3.7

See footnotes at end of table.

22. Continued—Quarterly Census of Employment and Wages: 10 largest counties, fourth quarter 2003.

County by NAICS supersector	Establishments, fourth quarter 2003 (thousands)	Employment		Average weekly wage[1]	
		December 2003 (thousands)	Percent change, December 2002-03[2]	Fourth quarter 2003	Percent change, fourth quarter 2002-03[2]
Dallas, TX	68.6	1,450.8	-1.4	$952	4.3
Private industry	68.2	1,294.6	-1.4	970	4.8
Natural resources and mining	.5	6.8	-20.5	2,680	22.7
Construction	4.5	73.0	-2.2	909	5.5
Manufacturing	3.5	144.9	-3.1	1,075	6.8
Trade, transportation, and utilities	15.8	326.1	-3.3	898	5.2
Information	1.9	64.0	-5.1	1,272	8.7
Financial activities	8.6	140.0	1.2	1,215	2.9
Professional and business services	14.0	237.7	.0	1,152	4.2
Education and health services	6.3	131.4	2.4	887	2.7
Leisure and hospitality	5.2	127.5	.0	432	4.3
Other services	6.7	40.5	-3.4	587	2.8
Government	.4	156.2	-1.8	800	-.1
Orange, CA	88.8	1,436.6	1.3	874	5.3
Private industry	87.4	1,305.5	2.1	875	5.2
Natural resources and mining	.3	6.1	8.3	579	.2
Construction	6.4	85.5	4.4	969	5.9
Manufacturing	6.1	179.9	-3.0	1,036	11.4
Trade, transportation, and utilities	17.3	278.8	.6	802	2.7
Information	1.5	33.8	-4.4	1,152	5.3
Financial activities	9.7	127.8	9.9	1,354	6.2
Professional and business services	17.4	261.0	1.0	942	2.8
Education and health services	9.1	126.6	6.1	849	3.7
Leisure and hospitality	6.6	159.9	2.5	358	3.8
Other services	12.9	46.0	6.3	518	3.0
Government	1.4	131.1	-5.7	859	6.0
San Diego, CA	85.3	1,278.2	1.3	815	2.6
Private industry	83.9	1,060.2	1.5	809	2.5
Natural resources and mining	.9	11.0	-5.4	491	1.0
Construction	6.4	81.1	4.7	869	.7
Manufacturing	3.6	105.4	-4.2	1,129	11.5
Trade, transportation, and utilities	14.2	220.4	2.2	655	.9
Information	1.4	36.7	-4.5	1,582	-2.0
Financial activities	8.8	81.6	4.8	1,058	.4
Professional and business services	14.9	208.1	1.5	989	2.8
Education and health services	7.6	122.6	1.6	778	5.7
Leisure and hospitality	6.5	141.5	3.5	346	2.4
Other services	19.5	51.6	1.8	449	2.7
Government	1.3	218.0	.1	843	2.9
King, WA	81.6	1,100.6	.2	935	.2
Private industry	81.0	945.5	.1	944	-.3
Natural resources and mining	.4	2.8	-11.3	1,109	.8
Construction	6.2	53.4	-.4	921	1.4
Manufacturing	2.7	101.9	-8.2	1,176	-2.1
Trade, transportation, and utilities	14.8	225.5	1.1	804	2.6
Information	1.5	69.2	.8	1,829	-15.7
Financial activities	6.1	77.5	2.4	1,114	3.5
Professional and business services	11.7	158.3	.7	1,160	8.4
Education and health services	5.9	108.3	1.5	746	4.8
Leisure and hospitality	5.4	100.5	2.9	390	3.7
Other services	26.4	48.1	1.2	463	.4
Government	.6	155.1	1.0	882	3.6
Miami-Dade, FL	80.2	980.8	-.5	765	3.5
Private industry	79.9	827.5	-.7	742	3.6
Natural resources and mining	.5	9.9	-1.8	421	4.0
Construction	4.9	40.7	.3	788	2.7
Manufacturing	2.8	49.4	-9.8	695	5.8
Trade, transportation, and utilities	23.2	247.2	-1.7	689	4.2
Information	1.7	28.5	-3.2	990	1.7
Financial activities	8.2	65.5	.7	1,062	-1.1
Professional and business services	15.9	132.0	-.2	948	5.2
Education and health services	7.8	123.4	1.4	748	2.3
Leisure and hospitality	5.3	92.8	2.1	432	9.9
Other services	7.5	34.5	-1.8	450	3.0
Government	.3	153.3	.5	886	2.8

[1] Average weekly wages were calculated using unrounded data.

[2] Percent changes were computed from quarterly employment and pay data adjusted for noneconomic county reclassifications. See Notes on Current Labor Statistics.

[3] Totals for the United States do not include data for Puerto Rico or the Virgin Islands.

[4] Data do not meet BLS or State agency disclosure standards.

NOTE: Includes workers covered by Unemployment Insurance (UI) and Unemployment Compensation for Federal Employees (UCFE) programs. Data are preliminary.

23. Quarterly Census of Employment and Wages: by State, fourth quarter 2003.

State	Establishments, fourth quarter 2003 (thousands)	Employment		Average weekly wage[1]	
		December 2003 (thousands)	Percent change, December 2002-03	Fourth quarter 2003	Percent change, fourth quarter 2002-03
United States[2]	8,314.1	129,341.5	0.0	$767	3.6
Alabama	111.8	1,838.1	-.1	657	4.0
Alaska	20.0	282.7	1.1	746	1.1
Arizona	126.9	2,352.1	2.2	710	3.8
Arkansas	75.2	1,133.6	.5	587	4.1
California	1,190.8	14,922.3	.0	869	3.8
Colorado	160.0	2,134.6	-1.1	784	2.0
Connecticut	109.1	1,648.9	-.7	992	3.8
Delaware	27.1	408.4	.5	825	5.0
District of Columbia	30.0	654.8	-.4	1,238	3.9
Florida	504.1	7,424.5	.8	685	3.8
Georgia	245.6	3,845.6	.2	734	2.8
Hawaii	37.4	583.0	1.3	678	3.7
Idaho	48.5	577.5	.6	579	1.8
Illinois	325.7	5,738.7	-1.2	827	3.2
Indiana	152.1	2,852.2	-.3	675	3.5
Iowa	90.6	1,418.5	.0	626	4.7
Kansas	82.2	1,298.3	-.9	631	2.8
Kentucky	105.7	1,740.6	.3	645	3.5
Louisiana	114.0	1,870.9	.5	628	2.4
Maine	47.4	595.8	.7	631	4.6
Maryland	150.4	2,466.4	.7	831	3.6
Massachusetts	206.6	3,154.6	-1.9	954	5.2
Michigan	251.3	4,365.8	-1.1	806	3.9
Minnesota	159.0	2,591.9	-.5	777	3.2
Mississippi	65.6	1,108.1	.4	559	3.7
Missouri	165.4	2,633.6	-.7	676	2.4
Montana	42.0	396.6	1.1	549	4.0
Nebraska	55.3	884.4	.6	613	3.2
Nevada	60.3	1,111.2	4.4	721	5.1
New Hampshire	47.0	614.9	.6	788	4.0
New Jersey	268.1	3,912.8	.1	945	3.4
New Mexico	50.4	757.1	1.4	612	4.1
New York	550.3	8,379.2	-.4	959	5.2
North Carolina	227.8	3,759.6	-.1	679	4.5
North Dakota	24.0	317.6	.9	563	4.3
Ohio	294.2	5,322.4	-.7	713	3.8
Oklahoma	91.6	1,423.4	-1.3	597	4.2
Oregon	118.8	1,579.8	.2	694	3.3
Pennsylvania	326.9	5,524.5	-.2	750	4.7
Rhode Island	34.7	480.5	1.2	738	5.1
South Carolina	108.4	1,781.0	.3	623	3.1
South Dakota	28.1	365.4	.3	559	4.1
Tennessee	128.4	2,648.0	.4	689	4.2
Texas	505.3	9,300.1	-.3	754	3.1
Utah	73.9	1,066.2	1.2	630	2.3
Vermont	24.1	300.7	.3	661	5.1
Virginia	202.6	3,477.5	1.2	786	5.2
Washington	222.7	2,654.7	1.0	759	1.3
West Virginia	47.2	685.2	.1	587	2.1
Wisconsin	157.6	2,715.4	.0	683	4.1
Wyoming	22.0	241.6	1.7	616	4.1
Puerto Rico	50.2	1,074.1	3.5	450	4.7
Virgin Islands	3.2	42.5	-.2	629	2.4

[1] Average weekly wages were calculated using unrounded data.

[2] Totals for the United States do not include data for Puerto Rico or the Virgin Islands.

NOTE: Includes workers covered by Unemployment Insurance (UI) and Unemployment Compensation for Federal Employees (UCFE) programs. Data are preliminary.

24. Annual data: Quarterly Census of Employment and Wages, by ownership

Year	Average establishments	Average annual employment	Total annual wages (in thousands)	Average annual wage per employee	Average weekly wage
	Total covered (UI and UCFE)				
1993	6,679,934	109,422,571	$2,884,472,282	$26,361	$507
1994	6,826,677	112,611,287	3,033,676,678	26,939	518
1995	7,040,677	115,487,841	3,215,921,236	27,846	536
1996	7,189,168	117,963,132	3,414,514,808	28,946	557
1997	7,369,473	121,044,432	3,674,031,718	30,353	584
1998	7,634,018	124,183,549	3,967,072,423	31,945	614
1999	7,820,860	127,042,282	4,235,579,204	33,340	641
2000	7,879,116	129,877,063	4,587,708,584	35,323	679
2001	7,984,529	129,635,800	4,695,225,123	36,219	697
2002	8,101,872	128,233,919	4,714,374,741	36,764	707
	UI covered				
1993	6,632,221	106,351,431	$2,771,023,411	$26,055	$501
1994	6,778,300	109,588,189	2,918,684,128	26,633	512
1995	6,990,594	112,539,795	3,102,353,355	27,567	530
1996	7,137,644	115,081,246	3,298,045,286	28,658	551
1997	7,317,363	118,233,942	3,553,933,885	30,058	578
1998	7,586,767	121,400,660	3,845,494,089	31,676	609
1999	7,771,198	124,255,714	4,112,169,533	33,094	636
2000	7,828,861	127,005,574	4,454,966,824	35,077	675
2001	7,933,536	126,883,182	4,560,511,280	35,943	691
2002	8,051,117	125,475,293	4,570,787,218	36,428	701
	Private industry covered				
1993	6,454,381	91,202,971	$2,365,301,493	$25,934	$499
1994	6,596,158	94,146,344	2,494,458,555	26,496	510
1995	6,803,454	96,894,844	2,658,927,216	27,441	528
1996	6,946,858	99,268,446	2,837,334,217	28,582	550
1997	7,121,182	102,175,161	3,071,807,287	30,064	578
1998	7,381,518	105,082,368	3,337,621,699	31,762	611
1999	7,560,567	107,619,457	3,577,738,557	33,244	639
2000	7,622,274	110,015,333	3,887,626,769	35,337	680
2001	7,724,965	109,304,802	3,952,152,155	36,157	695
2002	7,839,903	107,577,281	3,930,767,025	36,539	703
	State government covered				
1993	59,185	4,088,075	$117,095,062	$28,643	$551
1994	60,686	4,162,944	122,879,977	29,518	568
1995	60,763	4,201,836	128,143,491	30,497	586
1996	62,146	4,191,726	131,605,800	31,397	604
1997	65,352	4,214,451	137,057,432	32,521	625
1998	67,347	4,240,779	142,512,445	33,605	646
1999	70,538	4,296,673	149,011,194	34,681	667
2000	65,096	4,370,160	158,618,365	36,296	698
2001	64,583	4,452,237	168,358,331	37,814	727
2002	64,447	4,485,071	175,866,492	39,212	754
	Local government covered				
1993	118,626	11,059,500	$288,594,697	$26,095	$502
1994	121,425	11,278,080	301,315,857	26,717	514
1995	126,342	11,442,238	315,252,346	27,552	530
1996	128,640	11,621,074	329,105,269	28,320	545
1997	130,829	11,844,330	345,069,166	29,134	560
1998	137,902	12,077,513	365,359,945	30,251	582
1999	140,093	12,339,584	385,419,781	31,234	601
2000	141,491	12,620,081	408,721,690	32,387	623
2001	143,989	13,126,143	440,000,795	33,521	645
2002	146,767	13,412,941	464,153,701	34,605	665
	Federal Government covered (UCFE)				
1993	47,714	3,071,140	$113,448,871	$36,940	$710
1994	48,377	3,023,098	114,992,550	38,038	731
1995	50,083	2,948,046	113,567,881	38,523	741
1996	51,524	2,881,887	116,469,523	40,414	777
1997	52,110	2,810,489	120,097,833	42,732	822
1998	47,252	2,782,888	121,578,334	43,688	840
1999	49,661	2,786,567	123,409,672	44,287	852
2000	50,256	2,871,489	132,741,760	46,228	889
2001	50,993	2,752,619	134,713,843	48,940	941
2002	50,755	2,758,627	143,587,523	52,050	1,001

NOTE: Detail may not add to totals due to rounding. Data reflect the movement of Indian Tribal Council establishments from private industry to the public sector. See Notes on Current Labor Statistics.

25. Annual data: Quarterly Census of Employment and Wages, establishment size and employment, private ownership, by supersector, first quarter 2003

Industry, establishments, and employment	Total	Size of establishments								
		Fewer than 5 workers[1]	5 to 9 workers	10 to 19 workers	20 to 49 workers	50 to 99 workers	100 to 249 workers	250 to 499 workers	500 to 999 workers	1,000 or more workers
Total all industries[2]										
Establishments, first quarter	7,933,974	4,768,812	1,331,834	872,241	597,662	203,030	115,598	28,856	10,454	5,487
Employment, March	105,583,548	7,095,128	8,810,097	11,763,253	18,025,655	13,970,194	17,299,058	9,864,934	7,090,739	11,664,490
Natural resources and mining										
Establishments, first quarter	124,527	72,088	23,248	14,773	9,226	2,893	1,593	501	161	44
Employment, March	1,526,176	110,155	153,629	198,895	275,811	198,122	241,559	171,063	108,563	68,379
Construction										
Establishments, first quarter	795,029	523,747	129,201	76,215	46,096	12,837	5,604	1,006	262	61
Employment, March	6,285,841	746,296	846,521	1,021,722	1,371,071	872,274	823,846	338,107	172,944	93,060
Manufacturing										
Establishments, first quarter	381,159	148,469	65,027	57,354	54,261	25,927	19,813	6,506	2,565	1,237
Employment, March	14,606,928	252,443	436,028	788,581	1,685,563	1,815,385	3,043,444	2,245,183	1,732,368	2,607,933
Trade, transportation, and utilities										
Establishments, first quarter	1,851,662	992,180	378,157	239,637	149,960	51,507	31,351	6,681	1,619	570
Employment, March	24,683,356	1,646,304	2,514,548	3,204,840	4,527,709	3,564,316	4,661,898	2,277,121	1,070,141	1,216,479
Information										
Establishments, first quarter	147,062	84,906	20,744	16,130	13,539	5,920	3,773	1,223	575	252
Employment, March	3,208,667	112,409	138,076	220,618	416,670	410,513	576,674	418,113	399,366	516,228
Financial activities										
Establishments, first quarter	753,064	480,485	135,759	76,733	39,003	11,743	6,195	1,794	883	469
Employment, March	7,753,717	788,607	892,451	1,017,662	1,162,498	801,140	934,618	620,183	601,549	935,009
Professional and business services										
Establishments, first quarter	1,307,697	887,875	180,458	111,532	73,599	28,471	17,856	5,153	1,919	834
Employment, March	15,648,435	1,230,208	1,184,745	1,501,470	2,232,506	1,969,466	2,707,203	1,762,251	1,307,870	1,752,716
Education and health services										
Establishments, first quarter	720,207	338,139	164,622	103,683	65,173	24,086	17,122	3,929	1,761	1,692
Employment, March	15,680,834	629,968	1,092,329	1,392,099	1,955,861	1,679,708	2,558,300	1,337,188	1,220,921	3,814,460
Leisure and hospitality										
Establishments, first quarter	657,359	260,149	110,499	118,140	122,168	34,166	9,718	1,609	599	311
Employment, March	11,731,379	411,192	744,144	1,653,470	3,683,448	2,285,550	1,372,780	545,304	404,831	630,660
Other services										
Establishments, first quarter	1,057,236	851,231	116,940	56,238	24,235	5,451	2,561	454	109	17
Employment, March	4,243,633	1,037,360	761,518	740,752	703,957	371,774	376,832	150,421	71,453	29,566

[1] Includes establishments that reported no workers in March 2003.

[2] Includes data for unclassified establishments, not shown separately.

NOTE: Details may not add to totals due to rounding. Data are only produced for first quarter. Data are preliminary.

26. Annual data: Quarterly Census of Employment and Wages, by metropolitan area, 2001-02

Metropolitan area[1]	Average annual wage[2]		
	2001	2002	Percent change, 2001-02
Metropolitan areas[3]	$37,908	$38,423	1.4
Abilene, TX	25,141	25,517	1.5
Akron, OH	32,930	34,037	3.4
Albany, GA	28,877	29,913	3.6
Albany-Schenectady-Troy, NY	35,355	35,994	1.8
Albuquerque, NM	31,667	32,475	2.6
Alexandria, LA	26,296	27,300	3.8
Allentown-Bethlehem-Easton, PA	33,569	34,789	3.6
Altoona, PA	26,869	27,360	1.8
Amarillo, TX	27,422	28,274	3.1
Anchorage, AK	37,998	39,112	2.9
Ann Arbor, MI	37,582	39,220	4.4
Anniston, AL	26,486	27,547	4.0
Appleton-Oshkosh-Neenah, WI	32,652	33,020	1.1
Asheville, NC	28,511	28,771	.9
Athens, GA	28,966	29,942	3.4
Atlanta, GA	40,559	41,123	1.4
Atlantic-Cape May, NJ	31,268	32,201	3.0
Auburn-Opelika, AL	25,753	26,405	2.5
Augusta-Aiken, GA-SC	30,626	31,743	3.6
Austin-San Marcos, TX	40,831	39,540	-3.2
Bakersfield, CA	30,106	31,192	3.6
Baltimore, MD	37,495	38,718	3.3
Bangor, ME	27,850	28,446	2.1
Barnstable-Yarmouth, MA	31,025	32,028	3.2
Baton Rouge, LA	30,321	31,366	3.4
Beaumont-Port Arthur, TX	31,798	32,577	2.4
Bellingham, WA	27,724	28,284	2.0
Benton Harbor, MI	31,140	32,627	4.8
Bergen-Passaic, NJ	44,701	45,185	1.1
Billings, MT	27,889	28,553	2.4
Biloxi-Gulfport-Pascagoula, MS	28,351	28,515	.6
Binghamton, NY	31,187	31,832	2.1
Birmingham, AL	34,519	35,940	4.1
Bismarck, ND	27,116	27,993	3.2
Bloomington, IN	28,013	28,855	3.0
Bloomington-Normal, IL	35,111	36,133	2.9
Boise City, ID	31,624	31,955	1.0
Boston-Worcester-Lawrence-Lowell-Brockton, MA-NH	45,766	45,685	-.2
Boulder-Longmont, CO	44,310	44,037	-.6
Brazoria, TX	35,655	36,253	1.7
Bremerton, WA	31,525	33,775	7.1
Brownsville-Harlingen-San Benito, TX	22,142	22,892	3.4
Bryan-College Station, TX	25,755	26,051	1.1
Buffalo-Niagara Falls, NY	32,054	32,777	2.3
Burlington, VT	34,363	35,169	2.3
Canton-Massillon, OH	29,020	29,689	2.3
Casper, WY	28,264	28,886	2.2
Cedar Rapids, IA	34,649	34,730	.2
Champaign-Urbana, IL	30,488	31,995	4.9
Charleston-North Charleston, SC	28,887	29,993	3.8
Charleston, WV	31,530	32,136	1.9
Charlotte-Gastonia-Rock Hill, NC-SC	37,267	38,413	3.1
Charlottesville, VA	32,427	33,328	2.8
Chattanooga, TN-GA	29,981	30,631	2.2
Cheyenne, WY	27,579	28,827	4.5
Chicago, IL	42,685	43,239	1.3
Chico-Paradise, CA	26,499	27,190	2.6
Cincinnati, OH-KY-IN	36,050	37,168	3.1
Clarksville-Hopkinsville, TN-KY	25,567	26,940	5.4
Cleveland-Lorain-Elyria, OH	35,514	36,102	1.7
Colorado Springs, CO	34,391	34,681	.8
Columbia, MO	28,490	29,135	2.3
Columbia, SC	29,904	30,721	2.7
Columbus, GA-AL	28,412	29,207	2.8
Columbus, OH	35,028	36,144	3.2
Corpus Christi, TX	29,361	30,168	2.7
Corvallis, OR	35,525	36,766	3.5
Cumberland, MD-WV	25,504	26,704	4.7
Dallas, TX	42,706	43,000	.7
Danville, VA	25,465	26,116	2.6

See footnotes at end of table.

26. Continued—Annual data: Quarterly Census of Employment and Wages, by metropolitan area, 2001-02

Metropolitan area[1]	Average annual wage[2]		
	2001	2002	Percent change, 2001-02
Davenport-Moline-Rock Island, IA-IL	$31,275	$32,118	2.7
Dayton-Springfield, OH	33,619	34,327	2.1
Daytona Beach, FL	25,953	26,898	3.6
Decatur, AL	30,891	30,370	-1.7
Decatur, IL	33,354	33,215	-.4
Denver, CO	42,351	42,133	-.5
Des Moines, IA	34,303	35,641	3.9
Detroit, MI	42,704	43,224	1.2
Dothan, AL	28,026	29,270	4.4
Dover, DE	27,754	29,818	7.4
Dubuque, IA	28,402	29,208	2.8
Duluth-Superior, MN-WI	29,415	30,581	4.0
Dutchess County, NY	38,748	38,221	-1.4
Eau Claire, WI	27,680	28,760	3.9
El Paso, TX	25,847	26,604	2.9
Elkhart-Goshen, IN	30,797	32,427	5.3
Elmira, NY	28,669	29,151	1.7
Enid, OK	24,836	25,507	2.7
Erie, PA	29,293	29,780	1.7
Eugene-Springfield, OR	28,983	29,427	1.5
Evansville-Henderson, IN-KY	31,042	31,977	3.0
Fargo-Moorhead, ND-MN	27,899	29,053	4.1
Fayetteville, NC	26,981	28,298	4.9
Fayetteville-Springdale-Rogers, AR	29,940	31,090	3.8
Flagstaff, AZ-UT	25,890	26,846	3.7
Flint, MI	35,995	36,507	1.4
Florence, AL	25,639	26,591	3.7
Florence, SC	28,800	29,563	2.6
Fort Collins-Loveland, CO	33,248	34,215	2.9
Fort Lauderdale, FL	33,966	34,475	1.5
Fort Myers-Cape Coral, FL	29,432	30,324	3.0
Fort Pierce-Port St. Lucie, FL	27,742	29,152	5.1
Fort Smith, AR-OK	26,755	27,075	1.2
Fort Walton Beach, FL	26,151	27,242	4.2
Fort Wayne, IN	31,400	32,053	2.1
Fort Worth-Arlington, TX	36,379	37,195	2.2
Fresno, CA	27,647	28,814	4.2
Gadsden, AL	25,760	26,214	1.8
Gainesville, FL	26,917	27,648	2.7
Galveston-Texas City, TX	31,067	31,920	2.7
Gary, IN	31,948	32,432	1.5
Glens Falls, NY	27,885	28,931	3.8
Goldsboro, NC	25,398	25,821	1.7
Grand Forks, ND-MN	24,959	25,710	3.0
Grand Junction, CO	27,426	28,331	3.3
Grand Rapids-Muskegon-Holland, MI	33,431	34,214	2.3
Great Falls, MT	24,211	25,035	3.4
Greeley, CO	30,066	31,104	3.5
Green Bay, WI	32,631	33,698	3.3
Greensboro–Winston-Salem–High Point, NC	31,730	32,369	2.0
Greenville, NC	28,289	29,055	2.7
Greenville-Spartanburg-Anderson, SC	30,940	31,726	2.5
Hagerstown, MD	29,020	30,034	3.5
Hamilton-Middletown, OH	32,325	32,985	2.0
Harrisburg-Lebanon-Carlisle, PA	33,408	34,497	3.3
Hartford, CT	43,880	44,387	1.2
Hattiesburg, MS	25,145	26,051	3.6
Hickory-Morganton-Lenoir, NC	27,305	27,996	2.5
Honolulu, HI	32,531	33,978	4.4
Houma, LA	30,343	30,758	1.4
Houston, TX	42,784	42,712	-.2
Huntington-Ashland, WV-KY-OH	27,478	28,321	3.1
Huntsville, AL	36,727	38,571	5.0
Indianapolis, IN	35,989	36,608	1.7
Iowa City, IA	31,663	32,567	2.9
Jackson, MI	32,454	33,251	2.5
Jackson, MS	29,813	30,537	2.4
Jackson, TN	29,414	30,443	3.5
Jacksonville, FL	32,367	33,722	4.2
Jacksonville, NC	21,395	22,269	4.1

See footnotes at end of table.

26. Continued—Annual data: Quarterly Census of Employment and Wages, by metropolitan area, 2001-02

Metropolitan area[1]	Average annual wage[2]		
	2001	2002	Percent change, 2001-02
Jamestown, NY	$25,913	$26,430	2.0
Janesville-Beloit, WI	31,482	32,837	4.3
Jersey City, NJ	47,638	49,562	4.0
Johnson City-Kingsport-Bristol, TN-VA	28,543	29,076	1.9
Johnstown, PA	25,569	26,161	2.3
Jonesboro, AR	25,337	26,165	3.3
Joplin, MO	26,011	26,594	2.2
Kalamazoo-Battle Creek, MI	32,905	34,237	4.0
Kankakee, IL	29,104	30,015	3.1
Kansas City, MO-KS	35,794	36,731	2.6
Kenosha, WI	31,562	32,473	2.9
Killeen-Temple, TX	26,193	27,299	4.2
Knoxville, TN	30,422	31,338	3.0
Kokomo, IN	39,599	40,778	3.0
La Crosse, WI-MN	27,774	28,719	3.4
Lafayette, LA	29,693	30,104	1.4
Lafayette, IN	31,484	31,700	.7
Lake Charles, LA	29,782	30,346	1.9
Lakeland-Winter Haven, FL	28,890	29,505	2.1
Lancaster, PA	31,493	32,197	2.2
Lansing-East Lansing, MI	34,724	35,785	3.1
Laredo, TX	24,128	24,739	2.5
Las Cruces, NM	24,310	25,256	3.9
Las Vegas, NV-AZ	32,239	33,280	3.2
Lawrence, KS	25,923	26,621	2.7
Lawton, OK	24,812	25,392	2.3
Lewiston-Auburn, ME	27,092	28,435	5.0
Lexington, KY	31,593	32,776	3.7
Lima, OH	29,644	30,379	2.5
Lincoln, NE	29,352	30,614	4.3
Little Rock-North Little Rock, AR	30,858	31,634	2.5
Longview-Marshall, TX	28,029	28,172	.5
Los Angeles-Long Beach, CA	40,891	41,709	2.0
Louisville, KY-IN	33,058	33,901	2.6
Lubbock, TX	26,577	27,625	3.9
Lynchburg, VA	28,859	29,444	2.0
Macon, GA	30,595	31,884	4.2
Madison, WI	34,097	35,410	3.9
Mansfield, OH	28,808	30,104	4.5
McAllen-Edinburg-Mission, TX	22,313	23,179	3.9
Medford-Ashland, OR	27,224	28,098	3.2
Melbourne-Titusville-Palm Bay, FL	32,798	33,913	3.4
Memphis, TN-AR-MS	34,603	35,922	3.8
Merced, CA	25,479	26,771	5.1
Miami, FL	34,524	35,694	3.4
Middlesex-Somerset-Hunterdon, NJ	49,950	50,457	1.0
Milwaukee-Waukesha, WI	35,617	36,523	2.5
Minneapolis-St. Paul, MN-WI	40,868	41,722	2.1
Missoula, MT	26,181	27,249	4.1
Mobile, AL	28,129	28,742	2.2
Modesto, CA	29,591	30,769	4.0
Monmouth-Ocean, NJ	37,056	37,710	1.8
Monroe, LA	26,578	27,614	3.9
Montgomery, AL	29,150	30,525	4.7
Muncie, IN	28,374	29,017	2.3
Myrtle Beach, SC	24,029	24,672	2.7
Naples, FL	30,839	31,507	2.2
Nashville, TN	33,989	35,036	3.1
Nassau-Suffolk, NY	39,662	40,396	1.9
New Haven-Bridgeport-Stamford-Waterbury-Danbury, CT	52,198	51,170	-2.0
New London-Norwich, CT	38,505	38,650	.4
New Orleans, LA	31,089	32,407	4.2
New York, NY	59,097	57,708	-2.4
Newark, NJ	47,715	48,781	2.2
Newburgh, NY-PA	29,827	30,920	3.7
Norfolk-Virginia Beach-Newport News, VA-NC	29,875	30,823	3.2
Oakland, CA	45,920	46,877	2.1
Ocala, FL	26,012	26,628	2.4
Odessa-Midland, TX	31,278	31,295	.1
Oklahoma City, OK	28,915	29,850	3.2

See footnotes at end of table.

26. Continued—Annual data: Quarterly Census of Employment and Wages, by metropolitan area, 2001-02

Metropolitan area[1]	Average annual wage[2]		
	2001	2002	Percent change, 2001-02
Olympia, WA	$32,772	$33,765	3.0
Omaha, NE-IA	31,856	33,107	3.9
Orange County, CA	40,252	41,219	2.4
Orlando, FL	31,276	32,461	3.8
Owensboro, KY	27,306	28,196	3.3
Panama City, FL	26,433	27,448	3.8
Parkersburg-Marietta, WV-OH	27,920	29,529	5.8
Pensacola, FL	28,059	28,189	.5
Peoria-Pekin, IL	33,293	34,261	2.9
Philadelphia, PA-NJ	40,231	41,121	2.2
Phoenix-Mesa, AZ	35,514	36,045	1.5
Pine Bluff, AR	27,561	28,698	4.1
Pittsburgh, PA	35,024	35,625	1.7
Pittsfield, MA	31,561	32,707	3.6
Pocatello, ID	24,621	25,219	2.4
Portland, ME	32,327	33,309	3.0
Portland-Vancouver, OR-WA	37,285	37,650	1.0
Providence-Warwick-Pawtucket, RI	33,403	34,610	3.6
Provo-Orem, UT	28,266	28,416	.5
Pueblo, CO	27,097	27,763	2.5
Punta Gorda, FL	25,404	26,119	2.8
Racine, WI	33,319	34,368	3.1
Raleigh-Durham-Chapel Hill, NC	38,691	39,056	.9
Rapid City, SD	25,508	26,434	3.6
Reading, PA	32,807	33,912	3.4
Redding, CA	28,129	28,961	3.0
Reno, NV	34,231	34,744	1.5
Richland-Kennewick-Pasco, WA	33,370	35,174	5.4
Richmond-Petersburg, VA	35,879	36,751	2.4
Riverside-San Bernardino, CA	30,510	31,591	3.5
Roanoke, VA	30,330	31,775	4.8
Rochester, MN	37,753	39,036	3.4
Rochester, NY	34,327	34,827	1.5
Rockford, IL	32,104	32,827	2.3
Rocky Mount, NC	28,770	28,893	.4
Sacramento, CA	38,016	39,354	3.5
Saginaw-Bay City-Midland, MI	35,429	35,444	.0
St. Cloud, MN	28,263	29,535	4.5
St. Joseph, MO	27,734	28,507	2.8
St. Louis, MO-IL	35,928	36,712	2.2
Salem, OR	28,336	29,210	3.1
Salinas, CA	31,735	32,463	2.3
Salt Lake City-Ogden, UT	31,965	32,600	2.0
San Angelo, TX	26,147	26,321	.7
San Antonio, TX	30,650	31,336	2.2
San Diego, CA	38,418	39,305	2.3
San Francisco, CA	59,654	56,602	-5.1
San Jose, CA	65,931	63,056	-4.4
San Luis Obispo-Atascadero-Paso Robles, CA	29,092	29,981	3.1
Santa Barbara-Santa Maria-Lompoc, CA	33,626	34,382	2.2
Santa Cruz-Watsonville, CA	35,022	35,721	2.0
Santa Fe, NM	30,671	32,269	5.2
Santa Rosa, CA	36,145	36,494	1.0
Sarasota-Bradenton, FL	27,958	28,950	3.5
Savannah, GA	30,176	30,796	2.1
Scranton--Wilkes-Barre--Hazleton, PA	28,642	29,336	2.4
Seattle-Bellevue-Everett, WA	45,299	46,093	1.8
Sharon, PA	26,707	27,872	4.4
Sheboygan, WI	30,840	32,148	4.2
Sherman-Denison, TX	30,397	30,085	-1.0
Shreveport-Bossier City, LA	27,856	28,769	3.3
Sioux City, IA-NE	26,755	27,543	2.9
Sioux Falls, SD	28,962	29,975	3.5
South Bend, IN	30,769	31,821	3.4
Spokane, WA	29,310	30,037	2.5
Springfield, IL	36,061	37,336	3.5
Springfield, MO	27,338	27,987	2.4
Springfield, MA	32,801	33,972	3.6
State College, PA	29,939	30,910	3.2
Steubenville-Weirton, OH-WV	28,483	29,129	2.3

See footnotes at end of table.

26. Continued—Annual data: Quarterly Census of Employment and Wages, by metropolitan area, 2001-02

Metropolitan area[1]	Average annual wage[2]		
	2001	2002	Percent change, 2001-02
Stockton-Lodi, CA	$30,818	$31,958	3.7
Sumter, SC	24,450	24,982	2.2
Syracuse, NY	32,254	33,752	4.6
Tacoma, WA	31,261	32,507	4.0
Tallahassee, FL	29,708	30,895	4.0
Tampa-St. Petersburg-Clearwater, FL	31,678	32,458	2.5
Terre Haute, IN	27,334	28,415	4.0
Texarkana, TX-Texarkana, AR	26,492	27,717	4.6
Toledo, OH	32,299	33,513	3.8
Topeka, KS	30,513	31,707	3.9
Trenton, NJ	46,831	47,969	2.4
Tucson, AZ	30,690	31,673	3.2
Tulsa, OK	31,904	32,241	1.1
Tuscaloosa, AL	29,972	30,745	2.6
Tyler, TX	30,551	31,050	1.6
Utica-Rome, NY	27,777	28,500	2.6
Vallejo-Fairfield-Napa, CA	33,903	34,543	1.9
Ventura, CA	37,783	38,195	1.1
Victoria, TX	29,068	29,168	.3
Vineland-Millville-Bridgeton, NJ	32,571	33,625	3.2
Visalia-Tulare-Porterville, CA	24,732	25,650	3.7
Waco, TX	28,245	28,885	2.3
Washington, DC-MD-VA-WV	47,589	48,430	1.8
Waterloo-Cedar Falls, IA	29,119	29,916	2.7
Wausau, WI	29,402	30,292	3.0
West Palm Beach-Boca Raton, FL	35,957	36,550	1.6
Wheeling, WV-OH	26,282	26,693	1.6
Wichita, KS	32,983	33,429	1.4
Wichita Falls, TX	25,557	26,387	3.2
Williamsport, PA	27,801	27,988	.7
Wilmington-Newark, DE-MD	42,177	43,401	2.9
Wilmington, NC	29,287	29,157	-.4
Yakima, WA	24,204	24,934	3.0
Yolo, CA	35,352	35,591	.7
York, PA	31,936	32,609	2.1
Youngstown-Warren, OH	28,789	29,799	3.5
Yuba City, CA	27,781	28,967	4.3
Yuma, AZ	22,415	23,429	4.5
Aguadilla, PR	18,061	19,283	6.8
Arecibo, PR	16,600	18,063	8.8
Caguas, PR	18,655	19,706	5.6
Mayaguez, PR	17,101	17,500	2.3
Ponce, PR	17,397	18,187	4.5
San Juan-Bayamon, PR	20,948	21,930	4.7

[1] Includes data for Metropolitan Statistical Areas (MSA) and Primary Metropolitan Statistical Areas (PMSA) as defined by OMB Bulletin No. 99-04. In the New England areas, the New England County Metropolitan Area (NECMA) definitions were used.

[2] Each year's total is based on the MSA definition for the specific year. Annual changes include differences resulting from changes in MSA definitions.

[3] Totals do not include the six MSAs within Puerto Rico.

NOTE: Includes workers covered by Unemployment Insurance (UI) and Unemployment Compensation for Federal Employees (UCFE) programs.

27. Annual data: Employment status of the population

[Numbers in thousands]

Employment status	1993	1994[1]	1995	1996	1997[1]	1998[1]	1999[1]	2000[1]	2001	2002	2003
Civilian noninstitutional population	194,838	196,814	198,584	200,591	203,133	205,220	207,753	212,577	215,092	217,570	221,168
Civilian labor force	129,200	131,056	132,304	133,943	136,297	137,673	139,368	142,583	143,734	144,863	146,510
Labor force participation rate	66.3	66.6	66.6	66.8	67.1	67.1	67.1	67.1	66.8	66.6	66.2
Employed	120,259	123,060	124,900	126,708	129,558	131,463	133,488	136,891	136,933	136,485	137,736
Employment-population ratio	61.7	62.5	62.9	63.2	63.8	64.1	64.3	64.4	63.7	62.7	62.3
Unemployed	8,940	7,996	7,404	7,236	6,739	6,210	5,880	5,692	6,801	8,378	8,774
Unemployment rate	6.9	6.1	5.6	5.4	4.9	4.5	4.2	4.0	4.7	5.8	6.0
Not in the labor force	65,638	65,758	66,280	66,647	66,836	67,547	68,385	69,994	71,359	72,707	74,658

[1] Not strictly comparable with prior years.

28. Annual data: Employment levels by industry

[In thousands]

Industry	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003
Total private employment	91,855	95,016	97,866	100,169	103,113	106,021	108,686	110,996	110,707	108,828	108,356
Total nonfarm employment	110,844	114,291	117,298	119,708	122,770	125,930	128,993	131,785	131,826	130,341	129,931
Goods-producing	22,219	22,774	23,156	23,410	23,886	24,354	24,465	24,649	23,873	22,557	21,817
Natural resources and mining	666	659	641	637	654	645	598	599	606	583	571
Construction	4,779	5,095	5,274	5,536	5,813	6,149	6,545	6,787	6,826	6,716	6,722
Manufacturing	16,744	17,021	17,241	17,237	17,419	17,560	17,322	17,263	16,441	15,259	14,525
Private service-providing	69,636	72,242	74,710	76,759	79,227	81,667	84,221	86,346	86,834	86,271	86,538
Trade, transportation, and utilities	22,378	23,128	23,834	24,239	24,700	25,186	25,771	26,225	25,983	25,497	25,275
Wholesale trade	5,093.2	5,247.3	5,433.1	5,522.0	5,663.9	5,795.2	5,892.5	5,933.2	5,772.7	5,652.3	5,605.6
Retail trade	13,020.5	13,490.8	13,896.7	14,142.5	14,388.9	14,609.3	14,970.1	15,279.8	15,238.6	15,025.1	14,911.5
Transportation and warehousing	3,553.8	3,701.0	3,837.8	3,935.3	4,026.5	4,168.0	4,300.3	4,410.3	4,372.0	4,223.6	4,176.7
Utilities	710.7	689.3	666.2	639.6	620.9	613.4	608.5	601.3	599.4	596.2	580.8
Information	2,668	2,738	2,843	2,940	3,084	3,218	3,419	3,631	3,629	3,395	3,198
Financial activities	6,709	6,867	6,827	6,969	7,178	7,462	7,648	7,687	7,807	7,847	7,974
Professional and business services	11,495	12,174	12,844	13,462	14,335	15,147	15,957	16,666	16,476	15,976	15,997
Education and health services	12,303	12,807	13,289	13,683	14,087	14,446	14,798	15,109	15,645	16,199	16,577
Leisure and hospitality	9,732	10,100	10,501	10,777	11,018	11,232	11,543	11,862	12,036	11,986	12,125
Other services	4,350	4,428	4,572	4,690	4,825	4,976	5,087	5,168	5,258	5,372	5,393
Government	18,989	19,275	19,432	19,539	19,664	19,909	20,307	20,790	21,118	21,513	21,575

NOTE: Data reflect the conversion to the 2002 version of the North American Industry Classification System (NAICS), replacing the Standard Industrrial Classification (SIC) system. NAICS-based data by industry are not comparable with SIC-based data. See "Notes on the data" for a description of the most recent benchmark revision.

29. Annual data: Average hours and earnings of production or nonsupervisory workers on nonfarm payrolls, by industry

Industry	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003
Private sector:											
Average weekly hours	34.3	34.5	34.3	34.3	34.5	34.5	34.3	34.3	34.0	33.9	33.7
Average hourly earnings (in dollars)	11.03	11.32	11.64	12.03	12.49	13.00	13.47	14.00	14.53	14.95	15.35
Average weekly earnings (in dollars)	378.40	390.73	399.53	412.74	431.25	448.04	462.49	480.41	493.20	506.07	517.36
Goods-producing:											
Average weekly hours	40.6	41.1	40.8	40.8	41.1	40.8	40.8	40.7	39.9	39.9	39.8
Average hourly earnings (in dollars)	12.28	12.63	12.96	13.38	13.82	14.23	14.71	15.27	15.78	16.33	16.80
Average weekly earnings (in dollars)	498.82	519.58	528.62	546.48	568.43	580.99	599.99	621.86	630.04	651.61	669.23
Natural resources and mining											
Average weekly hours	44.9	45.3	45.3	46.0	46.2	44.9	44.2	44.4	44.6	43.2	43.6
Average hourly earnings (in dollars)	14.12	14.41	14.78	15.10	15.57	16.20	16.33	16.55	17.00	17.19	17.58
Average weekly earnings (in dollars)	634.77	653.14	670.32	695.07	720.11	727.28	721.74	734.92	757.92	741.97	766.83
Construction:											
Average weekly hours	38.4	38.8	38.8	38.9	38.9	38.8	39.0	39.2	38.7	38.4	38.4
Average hourly earnings (in dollars)	14.04	14.38	14.73	15.11	15.67	16.23	16.80	17.48	18.00	18.52	18.95
Average weekly earnings (in dollars)	539.81	558.53	571.57	588.48	609.48	629.75	655.11	685.78	695.89	711.82	727.11
Manufacturing:											
Average weekly hours	41.1	41.7	41.3	41.3	41.7	41.4	41.4	41.3	40.3	40.5	40.4
Average hourly earnings (in dollars)	11.70	12.04	12.34	12.75	13.14	13.45	13.85	14.32	14.76	15.29	15.74
Average weekly earnings (in dollars)	480.80	502.12	509.26	526.55	548.22	557.12	573.17	590.65	595.19	618.75	636.07
Private service-providing:											
Average weekly hours	32.5	32.7	32.6	32.6	32.8	32.8	32.7	32.7	32.5	32.5	32.4
Average hourly earnings (in dollars)	10.60	10.87	11.19	11.57	12.05	12.59	13.07	13.60	14.16	14.56	14.96
Average weekly earnings (in dollars)	345.03	354.97	364.14	376.72	394.77	412.78	427.30	445.00	460.32	472.88	484.00
Trade, transportation, and utilities:											
Average weekly hours	34.1	34.3	34.1	34.1	34.3	34.2	33.9	33.8	33.5	33.6	33.6
Average hourly earnings (in dollars)	10.55	10.80	11.10	11.46	11.90	12.39	12.82	13.31	13.70	14.02	14.34
Average weekly earnings (in dollars)	359.33	370.38	378.79	390.64	407.57	423.30	434.31	449.88	459.53	471.27	481.10
Wholesale trade:											
Average weekly hours	38.5	38.8	38.6	38.6	38.8	38.6	38.6	38.8	38.4	38.0	37.8
Average hourly earnings (in dollars)	12.57	12.93	13.34	13.80	14.41	15.07	15.62	16.28	16.77	16.98	17.36
Average weekly earnings (in dollars)	484.46	501.17	515.14	533.29	559.39	582.21	602.77	631.40	643.45	644.38	657.12
Retail trade:											
Average weekly hours	30.7	30.9	30.8	30.7	30.9	30.9	30.8	30.7	30.7	30.9	30.9
Average hourly earnings (in dollars)	8.36	8.61	8.85	9.21	9.59	10.05	10.45	10.86	11.29	11.67	11.90
Average weekly earnings (in dollars)	484.46	501.17	515.14	533.29	559.39	582.21	602.77	631.40	643.45	644.38	657.12
Transportation and warehousing:											
Average weekly hours	38.9	39.5	38.9	39.1	39.4	38.7	37.6	37.4	36.7	36.8	36.8
Average hourly earnings (in dollars)	12.71	12.84	13.18	13.45	13.78	14.12	14.55	15.05	15.33	15.76	16.25
Average weekly earnings (in dollars)	494.36	507.27	513.37	525.60	542.55	546.86	547.97	562.31	562.70	579.75	597.79
Utilities:											
Average weekly hours	42.1	42.3	42.3	42.0	42.0	42.0	42.0	42.0	41.4	40.9	41.1
Average hourly earnings (in dollars)	17.95	18.66	19.19	19.78	20.59	21.48	22.03	22.75	23.58	23.96	24.76
Average weekly earnings (in dollars)	756.35	789.98	811.52	830.74	865.26	902.94	924.59	955.66	977.18	979.09	1,016.94
Information:											
Average weekly hours	36.0	36.0	36.0	36.4	36.3	36.6	36.7	36.8	36.9	36.5	36.2
Average hourly earnings (in dollars)	14.86	15.32	15.68	16.30	17.14	17.67	18.40	19.07	19.80	20.20	21.01
Average weekly earnings (in dollars)	535.25	551.28	564.98	592.68	622.40	646.52	675.32	700.89	731.11	738.17	761.13
Financial activities:											
Average weekly hours	35.5	35.5	35.5	35.5	35.7	36.0	35.8	35.9	35.8	35.6	35.5
Average hourly earnings (in dollars)	11.36	11.82	12.28	12.71	13.22	13.93	14.47	14.98	15.59	16.17	17.13
Average weekly earnings (in dollars)	403.02	419.20	436.12	451.49	472.37	500.95	517.57	537.37	558.02	575.51	608.87
Professional and business services:											
Average weekly hours	34.0	34.1	34.0	34.1	34.3	34.3	34.4	34.5	34.2	34.2	34.1
Average hourly earnings (in dollars)	11.96	12.15	12.53	13.00	13.57	14.27	14.85	15.52	16.33	16.81	17.20
Average weekly earnings (in dollars)	406.20	414.16	426.44	442.81	465.51	490.00	510.99	535.07	557.84	574.66	586.68
Education and health services:											
Average weekly hours	32.0	32.0	32.0	31.9	32.2	32.2	32.1	32.2	32.3	32.4	32.3
Average hourly earnings (in dollars)	11.21	11.50	11.80	12.17	12.56	13.00	13.44	13.95	14.64	15.21	15.64
Average weekly earnings (in dollars)	359.08	368.14	377.73	388.27	404.65	418.82	431.35	449.29	473.39	492.74	505.76
Leisure and hospitality:											
Average weekly hours	25.9	26.0	25.9	25.9	26.0	26.2	26.1	26.1	25.8	25.8	25.6
Average hourly earnings (in dollars)	6.32	6.46	6.62	6.82	7.13	7.48	7.76	8.11	8.35	8.58	8.76
Average weekly earnings (in dollars)	163.45	168.00	171.43	176.48	185.81	195.82	202.87	211.79	215.19	221.26	224.25
Other services:											
Average weekly hours	32.6	32.7	32.6	32.5	32.7	32.6	32.5	32.5	32.3	32.0	31.4
Average hourly earnings (in dollars)	9.90	10.18	10.51	10.85	11.29	11.79	12.26	12.73	13.27	13.72	13.84
Average weekly earnings (in dollars)	322.69	332.44	342.36	352.62	368.63	384.25	398.77	413.41	428.64	439.76	434.49

NOTE: Data reflect the conversion to the 2002 version of the North American Industry Classification System (NAICS), replacing the Standard Industrial Classification (SIC) system. NAICS-based data by industry are not comparable with SIC-based data.

30. Employment Cost Index, compensation,[1] by occupation and industry group

[June 1989 = 100]

Series	2002			2003				2004		Percent change	
	June	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	3 months ended	12 months ended
										June 2004	
Civilian workers[2]	159.9	161.3	162.2	164.5	165.8	167.6	168.4	170.7	172.2	0.9	3.9
Workers, by occupational group:											
White-collar workers	162.1	163.5	164.3	166.7	167.9	169.9	170.7	172.7	174.0	.8	3.6
Professional specialty and technical	159.3	161.4	162.4	164.1	165.0	167.0	168.0	170.2	171.2	.6	3.8
Executive, administrative, and managerial	165.6	166.3	166.7	171.1	172.0	174.0	174.9	175.8	177.1	.7	3.0
Administrative support, including clerical	163.3	164.9	166.1	168.3	170.0	171.7	172.5	175.3	177.2	1.1	4.2
Blue-collar workers	155.1	156.4	157.5	159.8	161.4	162.9	163.7	166.9	168.8	1.1	4.6
Service occupations	159.4	161.3	162.2	164.1	165.0	166.8	167.9	169.7	170.9	.7	3.6
Workers, by industry division:											
Goods-producing	157.7	158.7	169.2	163.1	164.6	165.8	166.8	170.4	171.9	.9	4.4
Manufacturing	158.1	159.1	160.5	164.0	165.4	166.5	167.1	171.7	173.2	.9	4.7
Service-producing	160.7	162.2	162.8	165.0	166.2	168.2	169.1	170.8	172.3	.9	3.7
Services	161.1	163.2	163.9	165.3	166.3	168.5	169.5	171.2	172.3	.6	3.6
Health services	161.8	163.1	164.5	166.4	167.6	169.3	170.7	173.0	174.4	.8	4.1
Hospitals	163.8	165.7	167.6	169.9	170.8	173.1	174.8	176.8	178.2	.8	4.3
Educational services	157.4	161.6	162.8	163.6	164.2	166.9	167.6	168.5	168.9	.2	2.9
Public administration[3]	157.5	160.2	161.7	163.4	164.3	167.3	168.1	170.1	171.4	.8	4.3
Nonmanufacturing	160.2	161.7	162.4	164.5	165.8	167.8	168.6	170.4	171.8	.8	3.6
Private industry workers	160.7	161.6	162.3	165.0	166.4	168.1	168.8	171.4	173.0	.9	4.0
Excluding sales occupations	160.5	161.6	162.4	165.1	166.6	168.1	169.0	171.6	173.2	.9	4.0
Workers, by occupational group:											
White-collar workers	163.8	164.6	165.2	168.1	169.4	171.2	172.0	174.2	175.7	.9	3.7
Excluding sales occupations	164.3	165.3	165.9	169.1	170.4	172.1	173.0	175.3	176.7	.8	3.7
Professional specialty and technical occupations	162.5	163.6	164.4	166.5	167.7	169.4	170.5	173.4	174.7	.7	4.2
Executive, administrative, and managerial occupations	166.6	167.0	167.2	172.1	173.1	175.0	175.9	176.8	178.1	.7	2.9
Sales occupations	161.6	161.6	161.9	163.5	165.1	167.2	167.1	169.2	171.2	1.2	3.7
Administrative support occupations, including clerical	164.2	165.6	166.7	169.0	170.9	172.3	173.2	176.1	178.1	1.1	4.2
Blue-collar workers	155.1	156.3	157.3	159.7	161.4	162.8	163.6	166.9	168.8	1.1	4.6
Precision production, craft, and repair occupations	155.7	156.9	157.8	160.0	162.0	163.1	164.2	167.1	169.1	1.2	4.4
Machine operators, assemblers, and inspectors	154.7	155.4	156.7	159.9	161.1	162.6	163.2	168.7	170.5	1.1	5.8
Transportation and material moving occupations	149.6	151.0	151.8	153.2	155.1	156.7	156.9	158.5	160.6	1.3	3.5
Handlers, equipment cleaners, helpers, and laborers	159.9	161.4	162.9	164.9	166.8	168.6	169.5	171.7	173.2	.9	3.8
Service occupations	157.4	159.0	159.8	161.7	162.6	163.8	164.3	166.9	168.2	.8	3.4
Production and nonsupervisory occupations[4]	158.7	159.7	160.5	162.6	164.1	165.7	166.6	169.3	171.0	1.0	4.2
Workers, by industry division:											
Goods-producing	157.6	158.6	160.1	163.0	164.5	165.7	166.5	170.3	171.8	.9	4.4
Excluding sales occupations	156.9	157.9	159.2	162.4	163.8	165.0	165.9	169.8	171.2	.8	4.5
White-collar occupations	161.9	162.9	164.3	167.8	169.2	170.1	170.5	173.5	174.7	.7	3.3
Excluding sales occupations	160.2	161.1	162.3	166.3	167.5	168.5	169.2	172.2	173.3	.6	3.5
Blue-collar occupations	154.8	155.9	157.3	159.9	161.5	162.9	163.9	168.1	169.8	1.0	5.1
Construction	155.2	156.3	157.9	159.1	161.1	162.3	163.3	164.6	165.9	.8	3.0
Manufacturing	158.1	159.1	160.5	164.0	165.4	166.5	167.1	171.7	173.2	.9	4.7
White-collar occupations	161.1	162.2	163.3	167.1	168.7	169.5	169.6	173.2	174.6	.8	3.5
Excluding sales occupations	158.6	159.6	160.7	165.1	166.4	167.4	167.8	171.3	172.6	.8	3.7
Blue-collar occupations	155.8	156.7	158.3	161.6	162.8	164.1	165.1	170.4	172.0	.9	5.7
Durables	158.3	158.9	160.6	164.4	165.5	166.6	167.3	172.4	174.0	.9	5.1
Nondurables	157.5	159.2	160.3	163.1	164.9	166.0	166.6	170.4	171.7	.8	4.1
Service-producing	161.8	162.7	163.1	165.6	167.0	168.8	169.7	171.6	173.3	1.0	3.8
Excluding sales occupations	162.4	163.5	164.0	166.6	168.0	169.7	170.6	172.5	174.2	1.0	3.7
White-collar occupations	164.0	164.7	165.1	167.9	169.2	171.2	172.0	174.1	175.7	.9	3.8
Excluding sales occupations	165.6	166.5	167.0	169.9	171.3	173.1	174.2	176.2	177.8	.9	3.8
Blue-collar occupations	155.2	156.6	156.9	158.7	160.8	162.2	162.6	164.1	166.4	1.4	3.5
Service occupations	157.0	158.5	159.3	161.1	162.0	163.2	164.3	166.1	167.4	.8	3.3
Transportation and public utilities	158.9	160.8	161.7	163.2	165.4	166.5	167.0	169.8	172.5	1.6	4.3
Transportation	153.9	155.4	156.1	157.8	158.9	159.4	159.6	162.0	164.7	1.7	3.7
Public utilities	165.5	168.2	169.2	170.5	174.2	176.4	177.0	180.4	183.1	1.5	5.1
Communications	166.1	169.0	170.1	171.3	175.5	178.4	179.0	182.2	183.6	.8	4.6
Electric, gas, and sanitary services	164.8	167.2	168.1	169.5	172.6	173.8	174.6	178.2	182.4	2.4	5.7
Wholesale and retail trade	159.5	159.6	159.7	161.3	162.5	164.3	165.0	166.3	168.1	1.1	3.4
Excluding sales occupations	160.0	160.3	160.4	161.8	162.7	165.0	165.9	167.4	168.6	.7	3.6
Wholesale trade	166.3	165.9	166.7	169.5	171.3	172.0	172.0	173.8	175.9	1.2	2.7
Excluding sales occupations	164.4	166.1	167.2	168.4	169.9	171.2	171.3	173.7	174.0	.2	2.4
Retail trade	155.6	156.0	155.8	156.6	157.4	159.9	161.0	162.1	163.7	1.0	4.0
General merchandise stores	154.2	156.1	155.1	156.4	159.2	161.2	165.6	165.8	166.2	.2	4.4
Food stores	154.5	156.3	156.3	157.5	158.6	159.3	160.3	162.1	163.5	.9	3.1

See footnotes at end of table.

30. Continued—Employment Cost Index, compensation,[1] by occupation and industry group

[June 1989 = 100]

Series	2002			2003				2004		Percent change	
	June	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	3 months ended	12 months ended
										June 2004	
Finance, insurance, and real estate	167.3	168.0	168.5	176.7	178.3	180.2	180.9	182.5	183.6	0.6	3.0
Excluding sales occupations	171.3	172.1	173.1	182.0	184.0	1,853.0	186.1	186.6	188.7	1.1	2.6
Banking, savings and loan, and other credit agencies	184.2	184.6	185.3	204.3	206.3	207.6	209.0	207.2	208.9	.8	1.3
Insurance	166.1	167.1	167.9	172.1	173.9	175.1	176.2	177.8	180.5	1.5	3.8
Services	163.7	164.9	165.4	167.1	168.4	170.4	171.4	173.5	175.1	.9	4.0
Business services	166.6	167.2	167.5	168.5	169.2	171.9	172.6	174.8	176.9	1.2	4.6
Health services	162.0	163.2	164.4	166.5	167.9	169.4	170.8	173.3	174.8	.9	4.1
Hospitals	164.5	166.2	168.1	170.8	171.9	173.9	175.9	178.1	179.7	.9	4.5
Educational services	169.0	173.5	175.2	176.3	177.1	180.2	181.3	183.1	184.2	.6	4.0
Colleges and universities	168.4	172.0	173.7	174.5	175.4	178.4	179.4	181.2	182.5	.7	4.0
Nonmanufacturing	161.1	162.0	162.5	164.9	166.4	168.1	169.0	170.9	172.5	.9	3.7
White-collar workers	164.1	164.8	165.3	168.0	169.3	171.2	172.1	174.1	175.7	.9	3.8
Excluding sales occupations	165.7	166.6	167.1	170.0	171.4	173.2	174.2	176.2	177.7	.9	3.7
Blue-collar occupations	154.0	155.4	155.9	157.5	159.7	161.1	161.7	163.4	165.5	1.3	3.6
Service occupations	156.9	158.4	159.2	161.1	162.0	163.2	162.4	166.0	167.3	.8	3.3
State and local government workers	156.7	160.1	161.5	162.6	163.2	165.9	166.8	168.0	168.7	.4	3.4
Workers, by occupational group:											
White-collar workers	155.7	159.3	160.7	161.7	162.2	164.9	165.7	166.8	167.5	.4	3.3
Professional specialty and technical	154.1	158.1	159.4	160.2	160.8	163.4	164.1	165.1	165.6	.3	3.0
Executive, administrative, and managerial	159.6	162.3	163.8	165.3	165.7	168.0	169.1	170.1	171.0	.5	3.2
Administrative support, including clerical	158.0	161.0	162.4	163.8	164.4	167.9	168.5	170.4	171.8	.8	4.5
Blue-collar workers	154.7	158.4	159.8	161.3	161.7	163.6	165.2	166.7	167.5	.5	3.6
Workers, by industry division:											
Services	155.9	159.7	160.9	161.8	162.3	164.9	165.7	166.5	166.8	.2	2.8
Services excluding schools[5]	158.7	161.0	162.8	164.0	164.2	166.8	168.2	169.4	170.1	.4	3.6
Health services	161.4	163.5	165.5	166.4	166.7	169.5	171.0	172.2	172.9	.4	3.7
Hospitals	161.8	164.1	166.2	167.0	167.3	170.3	171.4	172.4	173.2	.5	3.5
Educational services	155.1	159.2	160.3	161.1	161.7	164.3	165.0	165.7	165.9	.1	2.6
Schools	155.4	159.6	160.7	161.4	162.0	164.7	165.3	166.0	166.3	.2	2.7
Elementary and secondary	153.6	157.7	158.8	159.4	160.0	163.0	163.7	164.4	164.6	.1	2.9
Colleges and universities	160.4	164.7	165.8	167.0	167.5	169.2	170.0	170.7	171.0	.2	2.1
Public administration[3]	157.9	160.2	161.7	163.4	164.3	167.3	168.1	170.1	171.4	.8	4.3

[1] Cost (cents per hour worked) measured in the Employment Cost Index consists of wages, salaries, and employer cost of employee benefits.

[2] Consists of private industry workers (excluding farm and household workers) and State and local government (excluding Federal Government) workers.

[3] Consists of legislative, judicial, administrative, and regulatory activities.

[4] This series has the same industry and occupational coverage as the Hourly Earnings index, which was discontinued in January 1989.

[5] Includes, for example, library, social, and health services.

31. Employment Cost Index, wages and salaries, by occupation and industry group

[June 1989 = 100]

Series	2002			2003				2004		Percent change	
	June	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	3 months ended	12 months ended
										June 2004	
Civilian workers[1]	156.1	157.2	157.8	159.3	160.3	161.8	162.3	163.3	164.3	0.6	2.5
Workers, by occupational group:											
White-collar workers	158.4	159.6	160.1	161.9	162.9	164.5	165.1	166.1	167.1	.6	2.6
Professional specialty and technical	156.2	158.0	158.6	159.3	160.1	161.8	162.5	163.8	164.4	.4	2.7
Executive, administrative, and managerial	162.6	163.5	163.8	167.9	169.0	170.5	171.2	171.4	172.4	.6	2.0
Administrative support, including clerical	158.4	159.6	160.6	161.8	163.1	164.3	164.9	166.3	167.5	.7	2.7
Blue-collar workers	151.0	151.9	152.6	153.8	154.8	155.8	156.3	157.3	158.4	.7	2.3
Service occupations	155.1	156.2	156.9	158.0	158.7	159.8	160.6	161.2	161.9	.4	2.0
Workers, by industry division:											
Goods-producing	153.1	153.9	155.1	156.3	157.5	158.3	160.6	159.9	161.0	.7	2.2
Manufacturing	154.5	155.4	156.5	158.0	159.0	159.7	160.1	161.3	162.4	.7	2.1
Service-producing	157.2	156.4	158.8	160.5	161.4	163.0	163.6	164.6	165.5	.5	2.5
Services	158.8	160.7	161.1	161.9	162.8	164.7	165.4	166.5	167.4	.5	2.8
Health services	158.5	159.6	160.9	162.0	163.2	164.7	165.9	167.7	168.6	.5	3.3
Hospitals	158.6	160.3	162.2	163.5	164.4	166.3	167.7	169.0	169.9	.5	3.3
Educational services	155.6	159.3	160.1	160.4	160.7	162.7	163.2	163.6	163.8	.1	1.9
Public administration[2]	153.4	154.8	155.8	157.2	158.0	159.4	160.0	161.1	161.4	.2	2.2
Nonmanufacturing	156.4	157.5	158.0	159.6	160.5	162.1	162.7	163.7	164.6	.5	2.6
Private industry workers	156.3	157.0	157.5	159.3	160.4	161.7	162.3	163.4	164.5	.7	2.6
Excluding sales occupations	156.1	157.0	157.9	159.4	160.5	161.7	162.4	163.5	164.5	.6	2.5
Workers, by occupational group:											
White-collar workers	159.4	160.0	160.4	162.6	163.8	165.3	165.9	167.1	168.2	.7	2.7
Excluding sales occupations	160.0	169.8	160.8	163.6	164.8	166.2	167.0	168.1	169.2	.7	2.7
Professional specialty and technical occupations	157.4	158.2	158.5	159.5	160.5	162.1	163.0	164.7	165.5	.5	3.1
Executive, administrative, and managerial occupations	163.6	164.3	164.5	169.1	170.3	171.8	172.5	172.7	173.9	.7	2.1
Sales occupations	157.0	156.9	156.8	158.1	159.3	161.6	161.1	162.6	163.9	.8	2.9
Administrative support occupations, including clerical	159.2	160.3	161.3	162.6	164.0	165.1	165.7	167.2	168.6	.8	2.8
Blue-collar workers	150.9	151.7	152.4	153.6	154.6	155.6	156.1	157.2	158.3	.7	2.4
Precision production, craft, and repair occupations	151.0	151.8	152.3	153.4	154.7	155.5	156.2	157.1	158.3	.8	2.3
Machine operators, assemblers, and inspectors	151.6	152.0	153.2	154.7	155.3	156.8	156.9	158.6	159.8	.8	2.9
Transportation and material moving occupations	145.2	146.3	146.9	147.8	149.0	149.8	149.8	150.4	151.8	.9	1.9
Handlers, equipment cleaners, helpers, and laborers	155.1	156.0	157.2	158.4	159.0	159.9	160.6	161.8	162.7	.6	2.3
Service occupations	152.8	153.9	154.4	155.5	156.1	157.1	157.8	158.4	159.3	.6	2.0
Production and nonsupervisory occupations[3]	154.0	154.7	155.2	156.4	157.4	158.8	159.4	160.7	161.7	.6	2.7
Workers, by industry division:											
Goods-producing	153.1	153.9	155.0	156.3	157.4	158.3	158.7	159.9	160.9	.6	2.2
Excluding sales occupations	152.2	153.0	154.0	155.4	156.5	157.4	158.0	159.2	160.2	.6	2.4
White-collar occupations	156.6	157.9	158.6	160.0	161.4	161.9	162.1	163.2	164.5	.8	1.9
Excluding sales occupations	154.5	155.4	156.3	158.0	159.2	159.9	160.4	161.5	162.7	.7	2.2
Blue-collar occupations	150.7	151.5	152.6	153.8	154.8	155.9	156.4	157.7	158.6	.6	2.5
Construction	148.2	149.0	150.2	150.6	152.4	153.6	154.0	155.1	155.9	.5	2.3
Manufacturing	154.4	155.4	156.5	158.0	159.0	159.7	160.1	161.3	162.4	.7	2.1
White-collar occupations	156.6	157.7	158.6	160.1	161.6	162.0	162.1	163.3	164.7	.9	1.9
Excluding sales occupations	153.9	155.0	155.9	157.7	158.9	159.5	160.0	161.2	162.5	.8	2.3
Blue-collar occupations	152.8	153.5	154.7	156.3	156.9	157.9	158.5	159.8	160.6	.5	2.4
Durables	155.3	156.0	157.3	158.8	159.7	160.6	160.9	161.9	162.9	.6	2.0
Nondurables	153.1	154.4	155.2	156.6	157.8	158.3	158.7	160.4	161.6	.7	2.4
Service-producing	157.7	158.4	158.6	160.6	161.7	163.3	163.9	165.0	166.1	.7	2.7
Excluding sales occupations	158.5	159.3	159.6	161.7	162.8	164.2	165.0	166.0	167.1	.7	2.6
White-collar occupations	159.9	160.5	160.7	163.0	164.1	166.0	166.6	167.8	168.9	.7	2.9
Excluding sales occupations	161.6	162.5	162.8	165.3	166.5	168.2	169.0	170.2	171.2	.6	2.8
Blue-collar occupations	151.1	151.8	152.0	153.2	154.3	155.1	155.4	156.2	157.8	1.0	2.3
Service occupations	152.4	153.5	154.1	155.1	155.6	156.6	157.4	158.0	158.8	.5	2.1
Transportation and public utilities	152.1	153.4	154.1	154.8	155.6	156.0	156.5	157.6	159.1	1.0	2.2
Transportation	148.6	149.6	150.1	150.5	150.6	150.4	150.8	151.7	153.4	1.1	1.9
Public utilities	156.4	158.2	159.3	160.4	162.1	163.4	164.1	165.3	166.4	.7	2.7
Communications	157.1	159.6	160.7	161.9	163.4	165.4	165.9	167.0	167.5	.3	2.5
Electric, gas, and sanitary services	155.5	156.5	157.4	158.6	160.4	161.0	161.8	163.3	165.1	1.1	2.9
Wholesale and retail trade	155.7	155.5	155.5	156.7	157.5	159.2	159.5	160.3	161.6	.8	2.6
Excluding sales occupations	–	–	–	–	–	–	–	–	–	–	–
Wholesale trade	161.3	160.4	161.0	163.4	164.7	164.8	165.3	166.2	167.8	1.0	1.9
Excluding sales occupations	161.2	162.6	163.7	163.9	165.2	165.7	166.3	167.8	167.6	–0.1	1.5
Retail trade	152.7	152.9	152.7	153.1	153.8	156.3	156.5	157.3	158.4	.7	3.0
General merchandise stores	148.9	150.1	149.2	149.8	152.0	153.1	153.6	154.1	154.9	.5	1.9
Food stores	148.9	150.1	150.3	151.0	151.6	152.2	152.8	153.8	154.3	.3	1.8

See footnotes at end of table.

31. Continued—Employment Cost Index, wages and salaries, by occupation and industry group

[June 1989 = 100]

Series	2002			2003				2004		Percent change	
	June	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	3 months ended	12 months ended
										June 2004	
Finance, insurance, and real estate	162.0	162.4	162.6	171.1	172.4	174.1	174.5	175.2	175.3	0.1	1.7
Excluding sales occupations	165.7	166.1	167.3	176.7	178.5	179.2	210.2	179.2	180.5	.7	1.1
Banking, savings and loan, and other credit agencies	182.8	182.7	183.9	206.4	208.7	209.1	164.5	206.7	207.6	.4	–.5
Insurance	158.6	159.6	159.1	161.6	163.0	163.9	164.5	165.1	167.2	1.3	2.6
Services	160.3	161.5	161.7	162.8	164.0	165.9	166.7	168.1	169.3	.7	3.2
Business services	164.0	164.6	164.8	165.6	166.4	169.1	169.8	171.0	172.7	1.0	3.8
Health services	158.4	159.9	160.7	161.9	163.2	164.6	135.8	167.8	168.8	.6	3.4
Hospitals	158.6	160.2	162.1	163.6	164.6	166.5	167.9	169.4	170.5	.6	3.6
Educational services	161.2	165.2	166.5	167.1	167.5	170.3	171.0	171.9	172.6	.4	2.9
Colleges and universities	159.9	163.1	164.3	164.4	165.1	167.6	168.4	169.5	170.0	.3	3.0
Nonmanufacturing	156.5	157.2	157.5	159.4	160.5	162.1	162.6	163.7	164.8	.7	2.7
White-collar workers	159.6	160.2	160.5	162.8	163.9	165.7	166.3	167.5	168.6	.7	2.9
Excluding sales occupations	161.3	162.1	162.5	164.9	166.1	167.7	168.5	169.7	170.7	.6	2.8
Blue-collar occupations	149.0	149.8	150.2	151.1	152.4	153.4	153.8	154.7	156.1	.9	2.4
Service occupations	152.3	153.4	154.0	155.0	155.5	156.5	157.3	157.9	158.7	.5	2.1
State and local government workers	156.7	160.1	161.5	162.6	163.2	165.9	166.8	168.0	168.7	.2	1.9
Workers, by occupational group:											
White-collar workers	154.4	157.4	158.4	158.9	159.2	161.0	161.5	162.1	162.4	.2	2.0
Professional specialty and technical	154.1	157.5	158.4	158.8	159.1	161.0	161.4	162.1	162.3	.1	2.0
Executive, administrative, and managerial	156.8	159.0	160.1	160.9	161.0	162.5	163.3	163.5	163.8	.2	1.7
Administrative support, including clerical	152.8	155.1	156.0	156.9	157.2	159.1	159.5	160.4	160.8	.2	2.3
Blue-collar workers	152.1	154.5	155.1	156.2	156.5	157.6	158.3	158.9	159.2	.2	1.7
Workers, by industry division:											
Services	155.0	158.4	159.2	159.5	159.8	161.6	162.1	162.6	162.7	.1	1.8
Services excluding schools[4]	157.3	159.1	160.3	161.4	161.8	163.2	164.5	165.1	165.6	.3	2.3
Health services	158.6	160.5	162.2	162.9	163.5	165.1	166.7	167.4	167.8	.2	2.6
Hospitals	158.8	160.6	162.5	163.1	163.8	165.5	166.7	167.4	167.9	.3	2.5
Educational services	154.5	158.1	158.9	159.1	159.3	161.2	161.6	162.0	162.1	.1	1.8
Schools	154.6	158.3	159.0	159.2	159.5	161.4	161.8	162.1	162.3	.1	1.8
Elementary and secondary	153.6	157.4	158.1	158.2	158.5	160.6	160.9	161.3	161.5	.1	1.9
Colleges and universities	157.3	160.7	161.6	162.1	162.1	163.5	164.0	164.3	164.4	.1	1.4
Public administration[2]	153.4	154.8	155.8	157.2	158.0	159.4	160.0	161.1	161.4	.2	2.2

[1] Consists of private industry workers (excluding farm and household workers) and State and local government (excluding Federal Government) workers.

[2] Consists of legislative, judicial, administrative, and regulatory activities.

[3] This series has the same industry and occupational coverage as the Hourly Earnings index, which was discontinued in January 1989.

[4] Includes, for example, library, social, and health services.

32. Employment Cost Index, benefits, private industry workers by occupation and industry group

[June 1989 = 100]

Series	2002			2003				2004		Percent change	
	June	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	3 months ended	12 months ended
										June 2004	
Private industry workers	171.6	173.1	174.6	179.6	182.0	184.3	185.8	192.2	195.3	1.6	7.3
Workers, by occupational group:											
White-collar workers	176.1	177.2	178.5	183.6	185.5	187.7	189.2	194.4	197.4	1.5	6.4
Blue-collar workers	164.0	166.2	167.8	172.7	176.1	178.4	179.9	188.3	191.8	1.9	8.9
Workers, by industry division:											
Goods-producing	167.4	168.8	171.0	178.0	180.2	182.3	183.8	193.7	196.2	1.3	8.9
Service-producing	173.3	174.9	175.9	179.9	182.3	184.7	186.2	190.6	194.1	1.8	6.5
Manufacturing	165.5	166.8	168.9	176.9	179.0	181.1	182.3	194.4	196.9	1.3	10.0
Nonmanufacturing	173.5	175.2	176.3	180.3	182.8	185.1	186.7	190.9	194.3	1.8	6.3

33. Employment Cost Index, private industry workers by bargaining status, region, and area size

[June 1989 = 100]

Series	2002			2003				2004		Percent change	
	June	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	3 months ended	12 months ended
										June 2004	
COMPENSATION											
Workers, by bargaining status[1]											
Union	156.3	158.1	159.5	162.1	164.1	165.7	166.8	171.4	173.9	1.5	6.0
Goods-producing	154.7	156.2	157.8	161.4	163.4	164.7	165.9	172.3	174.6	1.3	6.9
Service-producing	157.6	159.9	161.1	162.6	164.6	166.5	167.5	170.2	172.9	1.6	5.0
Manufacturing	154.6	155.9	157.9	162.3	163.8	165.0	166.3	175.0	177.0	1.1	8.1
Nonmanufacturing	156.6	158.8	159.9	161.4	163.7	165.5	166.5	168.8	171.6	1.7	4.8
Nonunion	161.4	162.5	162.8	165.4	166.8	168.4	169.1	171.3	172.7	.8	3.5
Goods-producing	158.6	159.5	160.8	163.6	164.9	166.1	166.7	169.7	170.9	.7	3.6
Service-producing	162.2	162.9	163.3	165.9	167.2	169.0	169.8	171.6	173.2	.9	3.6
Manufacturing	159.1	160.1	161.3	164.5	165.8	166.9	167.3	170.6	172.0	.8	3.7
Nonmanufacturing	161.7	162.4	162.9	165.4	166.7	168.5	139.3	171.1	172.6	.9	3.5
Workers, by region[1]											
Northeast	159.9	160.5	161.3	163.8	165.2	166.9	167.9	170.2	172.3	1.2	4.3
South	157.6	158.9	159.0	160.6	161.6	163.2	163.9	166.4	167.9	.9	3.9
Midwest (formerly North Central)	162.2	163.5	164.6	169.0	170.4	171.7	172.5	174.7	176.2	.9	3.4
West	162.9	163.8	165.0	167.3	169.5	171.4	172.2	175.3	176.8	.9	4.3
Workers, by area size[1]											
Metropolitan areas	160.9	161.8	162.5	165.2	166.6	168.3	169.1	171.5	173.1	.9	3.9
Other areas	158.5	160.0	169.8	163.5	165.0	166.1	166.9	170.2	172.1	1.1	4.3
WAGES AND SALARIES											
Workers, by bargaining status[1]											
Union	149.8	151.3	152.5	153.3	154.3	155.3	156.2	157.2	158.7	1.0	2.9
Goods-producing	158.6	150.0	151.2	152.4	153.9	154.8	155.4	156.3	157.5	.8	2.3
Service-producing	151.4	152.9	154.1	154.6	155.1	156.3	157.3	158.5	160.3	1.1	3.4
Manufacturing	150.2	151.6	153.1	154.6	155.9	156.7	157.1	158.1	159.2	.7	2.1
Nonmanufacturing	149.6	151.1	152.1	152.5	153.5	154.6	155.6	156.6	158.4	1.1	3.2
Nonunion	157.5	158.1	158.5	160.4	161.5	163.0	163.4	164.6	165.6	.6	2.5
Goods-producing	154.8	155.5	156.6	157.8	158.9	159.7	160.1	161.4	162.4	.6	2.2
Service-producing	158.3	158.9	159.0	161.2	162.3	164.0	164.5	165.6	166.6	.6	2.6
Manufacturing	156.1	156.8	157.8	159.3	160.2	160.9	161.3	162.6	163.7	.7	2.2
Nonmanufacturing	157.5	158.1	158.3	160.4	161.5	163.1	163.7	164.7	165.7	.6	2.6
Workers, by region[1]											
Northeast	154.9	155.1	155.7	157.3	158.4	160.0	160.9	162.0	163.6	1.0	3.3
South	153.6	154.7	154.6	155.3	156.1	157.4	157.9	159.1	160.1	.6	2.6
Midwest (formerly North Central)	158.5	159.2	160.2	164.1	165.0	166.1	166.5	166.9	167.7	.5	1.6
West	158.7	159.3	160.1	161.3	163.1	164.7	165.2	166.8	167.9	.7	2.9
Workers, by area size[1]											
Metropolitan areas	156.7	157.4	157.9	159.6	160.7	162.2	162.7	163.8	164.9	.7	2.6
Other areas	152.6	153.8	154.8	156.8	158.0	158.9	159.5	160.8	162.1	.8	2.6

[1] The indexes are calculated differently from those for the occupation and industry groups. For a detailed description of the index calculation, see the *Monthly Labor Review* Technical Note, "Estimation procedures for the Employment Cost Index," May 1982.

34. Percent of full-time employees participating in employer-provided benefit plans, and in selected features within plans, medium and large private establishments, selected years, 1980–97

Item	1980	1982	1984	1986	1988	1989	1991	1993	1995	1997
Scope of survey (in 000's)	21,352	21,043	21,013	21,303	31,059	32,428	31,163	28,728	33,374	38,409
Number of employees (in 000's):										
With medical care	20,711	20,412	20,383	20,238	27,953	29,834	25,865	23,519	25,546	29,340
With life insurance	20,498	20,201	20,172	20,451	28,574	30,482	29,293	26,175	29,078	33,495
With defined benefit plan	17,936	17,676	17,231	16,190	19,567	20,430	18,386	16,015	17,417	19,202
Time-off plans										
Participants with:										
Paid lunch time	10	9	9	10	11	10	8	9	–	–
Average minutes per day	–	25	26	27	29	26	30	29	–	–
Paid rest time	75	76	73	72	72	71	67	68	–	–
Average minutes per day	–	25	26	26	26	26	28	26	–	–
Paid funeral leave	–	–	–	88	85	84	80	83	80	81
Average days per occurrence	–	–	–	3.2	3.2	3.3	3.3	3.0	3.3	3.7
Paid holidays	99	99	99	99	96	97	92	91	89	89
Average days per year	10.1	10.0	9.8	10.0	9.4	9.2	10.2	9.4	9.1	9.3
Paid personal leave	20	24	23	25	24	22	21	21	22	20
Average days per year	–	3.8	3.6	3.7	3.3	3.1	3.3	3.1	3.3	3.5
Paid vacations	100	99	99	100	98	97	96	97	96	95
Paid sick leave [1]	62	67	67	70	69	68	67	65	58	56
Unpaid maternity leave	–	–	–	–	33	37	37	60	–	–
Unpaid paternity leave	–	–	–	–	16	18	26	53	–	–
Unpaid family leave	–	–	–	–	–	–	–	–	84	93
Insurance plans										
Participants in medical care plans	97	97	97	95	90	92	83	82	77	76
Percent of participants with coverage for:										
Home health care	–	–	46	66	76	75	81	86	78	85
Extended care facilities	58	62	62	70	79	80	80	82	73	78
Physical exam	–	–	8	18	28	28	30	42	56	63
Percent of participants with employee contribution required for:										
Self coverage	26	27	36	43	44	47	51	61	67	69
Average monthly contribution	–	–	$11.93	$12.80	$19.29	$25.31	$26.60	$31.55	$33.92	$39.14
Family coverage	46	51	58	63	64	66	69	76	78	80
Average monthly contribution	–	–	$35.93	$41.40	$60.07	$72.10	$96.97	$107.42	$118.33	$130.07
Participants in life insurance plans	96	96	96	96	92	94	94	91	87	87
Percent of participants with:										
Accidental death and dismemberment insurance	69	72	74	72	78	71	71	76	77	74
Survivor income benefits	–	–	–	10	8	7	6	5	7	6
Retiree protection available	–	64	64	59	49	42	44	41	37	33
Participants in long-term disability insurance plans	40	43	47	48	42	45	40	41	42	43
Participants in sickness and accident insurance plans	54	51	51	49	46	43	45	44	–	–
Participants in short-term disability plans [1]	–	–	–	–	–	–	–	–	53	55
Retirement plans										
Participants in defined benefit pension plans	84	84	82	76	63	63	59	56	52	50
Percent of participants with:										
Normal retirement prior to age 65	55	58	63	64	59	62	55	52	52	52
Early retirement available	98	97	97	98	98	97	98	95	96	95
Ad hoc pension increase in last 5 years	–	–	47	35	26	22	7	6	4	10
Terminal earnings formula	53	52	54	57	55	64	56	61	58	56
Benefit coordinated with Social Security	45	45	56	62	62	63	54	48	51	49
Participants in defined contribution plans	–	–	–	60	45	48	48	49	55	57
Participants in plans with tax-deferred savings arrangements	–	–	–	33	36	41	44	43	54	55
Other benefits										
Employees eligible for:										
Flexible benefits plans	–	–	–	2	5	9	10	12	12	13
Reimbursement accounts [2]	–	–	–	5	12	23	36	52	38	32
Premium conversion plans	–	–	–	–	–	–	–	–	5	7

[1] The definitions for paid sick leave and short-term disability (previously sickness and accident insurance) were changed for the 1995 survey. Paid sick leave now includes only plans that specify either a maximum number of days per year or unlimited days. Short-terms disability now includes all insured, self-insured, and State-mandated plans available on a per-disability basis, as well as the unfunded per-disability plans previously reported as sick leave. Sickness and accident insurance, reported in years prior to this survey, included only insured, self-insured, and State-mandated plans providing per-disability benefits at less than full pay.

[2] Prior to 1995, reimbursement accounts included premium conversion plans, which specifically allow medical plan participants to pay required plan premiums with pretax dollars. Also, reimbursement accounts that were part of flexible benefit plans were tabulated separately.

NOTE: Dash indicates data not available.

35. Percent of full-time employees participating in employer-provided benefit plans, and in selected features within plans, small private establishments and State and local governments, 1987, 1990, 1992, 1994, and 1996

Item	Small private establishments				State and local governments			
	1990	1992	1994	1996	1987	1990	1992	1994
Scope of survey (in 000's)	32,466	34,360	35,910	39,816	10,321	12,972	12,466	12,907
Number of employees (in 000's):								
With medical care	22,402	24,396	23,536	25,599	9,599	12,064	11,219	11,192
With life insurance	20,778	21,990	21,955	24,635	8,773	11,415	11,095	11,194
With defined benefit plan	6,493	7,559	5,480	5,883	9,599	11,675	10,845	11,708
Time-off plans								
Participants with:								
Paid lunch time	8	9	–	–	17	11	10	–
Average minutes per day	37	37	–	–	34	36	34	–
Paid rest time	48	49	–	–	58	56	53	–
Average minutes per day	27	26	–	–	29	29	29	–
Paid funeral leave	47	50	50	51	56	63	65	62
Average days per occurrence	2.9	3.0	3.1	3.0	3.7	3.7	3.7	3.7
Paid holidays	84	82	82	80	81	74	75	73
Average days per year[1]	9.5	9.2	7.5	7.6	10.9	13.6	14.2	11.5
Paid personal leave	11	12	13	14	38	39	38	38
Average days per year	2.8	2.6	2.6	3.0	2.7	2.9	2.9	3.0
Paid vacations	88	88	88	86	72	67	67	66
Paid sick leave [2]	47	53	50	50	97	95	95	94
Unpaid leave	17	18	–	–	57	51	59	–
Unpaid paternity leave	8	7	–	–	30	33	44	–
Unpaid family leave	–	–	47	48	–	–	–	93
Insurance plans								
Participants in medical care plans	69	71	66	64	93	93	90	87
Percent of participants with coverage for:								
Home health care	79	80	–	–	76	82	87	84
Extended care facilities	83	84	–	–	78	79	84	81
Physical exam	26	28	–	–	36	36	47	55
Percent of participants with employee contribution required for:								
Self coverage	42	47	52	52	35	38	43	47
Average monthly contribution	$25.13	$36.51	$40.97	$42.63	$15.74	$25.53	$28.97	$30.20
Family coverage	67	73	76	75	71	65	72	71
Average monthly contribution	$109.34	$150.54	$159.63	$181.53	$71.89	$117.59	$139.23	$149.70
Participants in life insurance plans	64	64	61	62	85	88	89	87
Percent of participants with:								
Accidental death and dismemberment insurance	78	76	79	77	67	67	74	64
Survivor income benefits	1	1	2	1	1	1	1	2
Retiree protection available	19	25	20	13	55	45	46	46
Participants in long-term disability insurance plans	19	23	20	22	31	27	28	30
Participants in sickness and accident insurance plans	6	26	26	–	14	21	22	21
Participants in short-term disability plans [2]	–	–	–	29	–	–	–	–
Retirement plans								
Participants in defined benefit pension plans	20	22	15	15	93	90	87	91
Percent of participants with:								
Normal retirement prior to age 65	54	50	–	47	92	89	92	92
Early retirement available	95	95	–	92	90	88	89	87
Ad hoc pension increase in last 5 years	7	4	–	–	33	16	10	13
Terminal earnings formula	58	54	–	53	100	100	100	99
Benefit coordinated with Social Security	49	46	–	44	18	8	10	49
Participants in defined contribution plans	31	33	34	38	9	9	9	9
Participants in plans with tax-deferred savings arrangements	17	24	23	28	28	45	45	24
Other benefits								
Employees eligible for:								
Flexible benefits plans	1	2	3	4	5	5	5	5
Reimbursement accounts [3]	8	14	19	12	5	31	50	64
Premium conversion plans	–	–	–	7	–	–	–	–

[1] Methods used to calculate the average number of paid holidays were revised in 1994 to count partial days more precisely. Average holidays for 1994 are not comparable with those reported in 1990 and 1992.

[2] The definitions for paid sick leave and short-term disability (previously sickness and accident insurance) were changed for the 1996 survey. Paid sick leave now includes only plans that specify either a maximum number of days per year or unlimited days. Short-term disability now includes all insured, self-insured, and State-mandated plans available on a per-disability basis, as well as the unfunded per-disability plans previously reported as sick leave. Sickness and accident insurance, reported in years prior to this survey, included only insured, self-insured, and State-mandated plans providing per-disability benefits at less than full pay.

[3] Prior to 1996, reimbursement accounts included premium conversion plans, which specifically allow medical plan participants to pay required plan premiums with pretax dollars. Also, reimbursement accounts that were part of flexible benefit plans were tabulated separately.

NOTE: Dash indicates data not available.

36. Work stoppages involving 1,000 workers or more

Measure	Annual totals		2003							2004[p]					
	2002	2003	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June
Number of stoppages:															
Beginning in period	19	14	1	0	3	0	5	0	0	0	1	1	0	2	3
In effect during period	20	15	1	1	3	2	5	3	2	1	2	1	1	2	4
Workers involved:															
Beginning in period (in thousands)	46	129.2	4.0	.0	8.2	.0	82.2	8.0	.0	.0	6.5	2.2	.0	103.0	27.6
In effect during period (in thousands)	47	130.5	4.0	4.0	8.2	3.2	82.2	76.7	70.5	61.3	66.5	2.2	2.2	103.0	28.6
Days idle:															
Number (in thousands)	6,596	4,091.2	16.0	12.0	35.9	51.3	1,168.5	1,219.0	1,473.4	1,203.9	1,146.5	44.0	26.4	204.0	94.0
Percent of estimated working time[1]	([2])	.01	([2])	([2])	([2])	.00	.04	.05	.05	.05	.05	([2])	([2])	.01	([2])

[1] Agricultural and government employees are included in the total employed and total working time; private household, forestry, and fishery employees are excluded. An explanation of the measurement of idleness as a percentage of the total time worked is found in "Total economy measures of strike idleness," *Monthly Labor Review*, October 1968, pp. 54–56.

[2] Less than 0.005.

NOTE: Dash indicates data not available. p = preliminary.

37. Consumer Price Indexes for All Urban Consumers and for Urban Wage Earners and Clerical Workers: U.S. city average, by expenditure category and commodity or service group

[1982–84 = 100, unless otherwise indicated]

Series	Annual average		2003							2004					
	2002	2003	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan	Feb.	Mar.	Apr.	May	June
CONSUMER PRICE INDEX FOR ALL URBAN CONSUMERS															
All items	179.9	184.0	183.7	183.9	184.6	185.2	185.0	184.5	184.3	184.2	186.2	187.4	188.0	189.1	189.7
All items (1967 = 100)	538.8	551.1	550.4	550.9	553.0	554.7	554.3	552.7	552.1	554.9	557.9	561.5	563.2	566.4	568.2
Food and beverages	176.8	180.5	180.2	180.3	180.9	181.3	182.2	182.9	184.7	184.3	184.5	184.9	185.0	186.5	186.8
Food	176.2	180.0	179.6	179.7	180.4	180.7	181.7	182.4	180.0	183.8	184.1	184.4	184.5	186.1	186.3
Food at home	175.6	179.4	178.9	178.9	179.7	180.1	181.5	182.4	184.1	184.0	184.0	184.3	184.1	186.6	186.8
Cereals and bakery products	198.0	202.8	203.7	204.5	204.5	203.5	203.1	202.5	202.9	203.9	204.4	204.8	205.5	206.1	206.8
Meats, poultry, fish, and eggs	162.1	169.3	167.2	168.2	169.7	171.1	174.0	179.3	181.1	179.9	179.7	179.5	179.2	181.1	182.3
Dairy and related products[1]	168.1	167.9	163.9	164.7	167.5	170.3	171.8	171.2	173.0	172.4	172.1	171.9	174.0	185.9	188.8
Fruits and vegetables	220.9	225.9	227.3	226.6	224.9	224.4	226.3	227.5	232.4	232.4	229.7	230.1	228.3	231.7	226.7
Nonalcoholic beverages and beverage materials	139.2	139.8	140.3	138.4	139.7	139.2	140.5	137.9	139.3	140.7	141.4	140.8	139.7	169.9	139.8
Other foods at home	160.8	162.6	163.4	167.7	163.2	163.1	163.0	162.0	163.0	162.8	163.7	165.1	165.0	165.4	165.8
Sugar and sweets	159.0	162.0	162.8	162.7	162.5	162.3	162.5	161.7	161.0	163.0	163.9	163.3	162.6	163.5	162.8
Fats and oils	155.4	157.4	156.5	156.3	157.7	157.6	159.7	157.3	157.7	160.7	162.3	166.2	166.2	169.4	171.3
Other foods	177.1	178.8	180.0	179.0	179.4	179.4	178.7	177.9	179.6	178.0	178.9	180.4	180.4	180.1	180.5
Other miscellaneous foods[1,2]	109.2	110.3	111.5	111.3	109.9	111.0	110.7	109.0	109.8	109.1	109.5	111.7	110.5	110.8	110.9
Food away from home[1]	178.3	182.1	181.9	182.2	182.6	182.8	183.3	183.8	184.3	184.9	185.5	185.8	186.2	186.7	187.0
Other food away from home[1,2]	117.7	121.3	121.2	121.3	121.4	121.8	122.3	122.7	122.9	123.9	124.0	124.1	124.7	124.8	124.8
Alcoholic beverages	183.6	187.2	187.1	187.2	187.1	187.9	188.1	188.6	188.7	189.4	189.9	190.8	191.8	191.7	192.4
Housing	180.3	184.8	185.3	185.9	186.1	185.8	185.7	185.1	185.1	186.3	187.0	187.9	188.4	188.9	190.3
Shelter	208.1	213.1	213.0	213.8	214.3	213.8	214.7	214.2	213.1	215.2	216.0	217.8	218.4	218.7	219.2
Rent of primary residence	199.7	205.5	205.1	205.6	206.1	206.6	206.9	207.5	205.5	208.3	208.8	209.2	209.7	210.2	210.7
Lodging away from home	118.3	119.3	122.4	124.8	125.1	118.5	120.9	115.0	119.3	117.2	120.0	128.1	129.1	128.2	129.1
Owners' equivalent rent of primary residence[3]	214.7	219.9	219.1	219.6	220.1	220.7	221.4	221.9	219.9	222.6	222.9	223.3	223.9	224.3	224.7
Tenants' and household insurance[1,2]	108.7	114.8	115.2	115.6	115.8	115.9	116.0	114.3	114.8	114.8	115.0	115.1	115.7	116.1	116.2
Fuels and utilities	143.6	154.5	159.1	159.4	159.2	159.6	155.0	152.9	154.5	156.3	156.9	155.2	155.6	158.1	165.5
Fuels	127.2	138.2	143.4	143.6	143.0	143.4	138.2	135.7	138.7	139.2	139.5	137.6	138.0	140.4	148.5
Fuel oil and other fuels	115.5	139.5	132.2	130.5	130.7	130.5	131.4	134.8	139.1	149.9	155.1	152.5	149.6	150.4	150.7
Gas (piped) and electricity	134.4	145.0	151.3	151.6	151.0	151.5	145.6	142.6	145.0	145.5	145.5	143.5	144.2	146.8	155.8
Household furnishings and operations	128.3	126.1	126.2	126.1	125.5	125.2	125.1	124.9	124.7	125.3	125.7	125.7	125.6	125.4	125.6
Apparel	124.0	120.9	119.5	116.2	117.2	122.0	124.8	123.1	119.0	115.8	118.6	123.5	124.3	123.4	120.1
Men's and boys' apparel	121.7	118.0	116.2	113.8	113.4	117.3	120.8	121.4	118.0	115.5	117.1	119.8	120.3	120.3	117.7
Women's and girls' apparel	115.8	113.1	111.3	106.1	107.9	115.5	118.8	115.7	110.9	105.7	110.3	117.6	118.7	116.9	112.3
Infants' and toddlers' apparel[1]	126.4	122.1	120.7	117.9	120.8	124.1	125.2	123.0	119.2	117.7	119.3	121.9	120.5	118.1	116.2
Footwear	121.4	119.6	118.9	117.5	117.8	120.3	121.8	121.0	118.5	115.9	117.0	120.1	121.0	120.3	118.4
Transportation	152.9	157.6	156.8	156.8	158.3	159.4	157.1	155.7	154.7	157.0	158.8	160.5	161.8	165.2	165.7
Private transportation	148.8	153.6	152.6	152.4	154.1	155.4	153.0	151.7	150.8	153.2	154.9	156.6	157.9	161.5	161.9
New and used motor vehicles[2]	99.2	96.5	97.0	96.5	96.0	95.1	94.6	94.6	94.4	94.3	94.4	94.2	94.1	94.0	93.6
New vehicles	140.0	137.9	137.3	137.7	136.8	136.4	136.5	137.5	138.0	138.0	138.3	137.9	137.6	137.4	137.2
Used cars and trucks[1]	152.0	142.9	147.4	145.7	143.3	139.0	135.1	132.0	131.0	130.8	131.0	131.2	131.3	131.8	130.6
Motor fuel	116.6	135.8	130.1	130.6	139.0	147.1	136.6	131.2	127.8	136.7	143.1	150.5	155.9	170.5	173.3
Gasoline (all types)	116.0	135.1	129.5	130.0	138.4	146.5	136.0	130.6	127.2	136.1	142.5	149.8	155.3	169.8	172.7
Motor vehicle parts and equipment	106.9	107.8	107.7	107.6	107.9	107.7	107.9	107.9	107.8	108.0	108.0	107.8	107.9	107.9	108.2
Motor vehicle maintenance and repair	190.2	195.6	195.1	196.0	195.7	196.2	196.9	197.2	198.0	198.2	198.2	198.5	198.6	199.0	199.7
Public transportation	207.4	209.3	214.4	216.7	213.8	211.2	211.3	207.9	205.6	206.3	208.1	209.9	211.5	210.7	212.3
Medical care	285.6	297.1	296.3	297.6	298.4	299.2	299.9	300.8	302.1	303.6	306.0	307.5	308.3	309.0	310.0
Medical care commodities	256.4	262.8	262.1	263.6	264.1	264.9	264.7	264.0	265.0	265.5	266.7	267.3	268.5	269.1	269.6
Medical care services	292.9	306.0	305.2	306.4	307.2	308.2	309.1	310.6	311.9	313.8	316.6	318.4	319.2	319.8	321.0
Professional services	253.9	261.2	261.3	260.9	261.7	262.2	263.0	263.0	261.2	262.5	268.0	269.7	270.6	270.9	271.6
Hospital and related services	367.8	394.8	391.8	394.7	398.6	399.6	400.7	405.6	407.0	409.7	412.5	413.8	413.6	414.6	416.9
Recreation[2]	106.2	107.5	107.8	107.7	107.7	107.7	107.6	107.8	107.7	107.9	108.4	108.8	109.0	108.8	108.9
Video and audio[1,2]	102.8	103.6	103.7	103.7	103.7	103.5	103.5	103.8	103.3	103.6	104.1	104.3	104.7	104.6	104.4
Education and communication[2]	107.9	109.8	108.5	108.9	110.1	110.9	110.9	110.8	110.9	111.1	111.2	111.1	110.9	110.6	110.8
Education[2]	126.0	134.4	132.0	132.6	136.2	138.7	139.1	139.0	139.4	140.1	140.4	140.6	140.7	140.9	141.6
Educational books and supplies	317.6	335.4	334.3	335.0	338.5	338.2	339.7	336.0	342.8	345.4	348.6	348.9	349.5	349.6	350.6
Tuition, other school fees, and child care	362.1	362.1	379.4	381.2	392.1	400.0	401.1	401.2	401.7	403.6	404.2	404.7	404.9	405.6	407.6
Communication[1,2]	92.3	89.7	89.2	89.4	89.0	88.6	88.4	88.2	88.2	88.1	88.1	87.7	87.4	86.9	86.8
Information and information processing[1,2]	90.8	87.8	87.2	87.5	87.0	86.7	86.4	86.2	86.2	86.1	86.1	85.7	85.4	84.8	84.7
Telephone services[1,2]	99.7	98.3	97.5	98.1	97.8	97.4	97.1	97.2	97.2	97.0	97.1	96.7	96.5	95.9	95.8
Information and information processing other than telephone services[1,4]	18.3	16.1	16.2	16.0	15.7	15.6	15.6	15.4	15.3	15.3	15.2	15.2	15.0	14.9	14.9
Personal computers and peripheral equipment[1,2]	22.2	17.6	17.5	17.2	16.7	16.3	16.5	16.3	16.2	16.2	16.0	15.8	15.9	15.7	15.5
Other goods and services	293.2	298.7	298.1	299.2	299.6	299.9	300.2	300.0	300.2	301.4	302.3	303.1	303.6	303.8	304.1
Tobacco and smoking products	461.5	469.0	463.5	469.1	471.8	468.7	469.5	469.1	470.4	473.0	472.6	473.6	473.3	473.5	476.0
Personal care[1]	174.7	178.0	178.2	178.4	178.4	179.0	179.1	179.0	179.0	179.7	180.4	180.9	181.3	181.4	181.4
Personal care products[1]	154.7	153.5	153.8	154.2	153.5	153.4	153.6	153.2	153.4	153.8	154.5	154.5	154.5	154.6	153.8
Personal care services[1]	188.4	193.2	192.8	193.2	193.9	195.4	195.6	194.2	194.3	194.6	195.2	195.8	196.1	196.6	196.9

See footnotes at end of table.

37. Continued—Consumer Price Indexes for All Urban Consumers and for Urban Wage Earners and Clerical Workers: U.S. city average, by expenditure category and commodity or service group

[1982–84 = 100, unless otherwise indicated]

Series	Annual average		2003							2004					
	2002	2003	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June
Miscellaneous personal services	274.4	283.5	283.8	284.1	284.3	285.3	285.8	287.0	287.1	288.8	290.4	291.6	292.7	293.1	293.6
Commodity and service group:															
Commodities	149.7	151.2	150.4	150.0	150.9	152.0	151.4	150.9	150.4	151.1	152.3	153.7	154.3	156.0	155.8
Food and beverages	176.8	180.5	180.2	180.3	180.9	181.3	182.2	182.9	184.1	184.3	184.5	184.9	185.0	186.5	186.8
Commodities less food and beverages	134.2	134.5	133.6	132.9	133.9	135.4	134.1	132.9	131.7	132.6	134.2	136.0	136.9	138.6	138.2
Nondurables less food and beverages	145.1	149.7	147.4	146.6	149.2	153.1	151.2	149.0	146.7	148.4	151.4	155.3	157.2	160.9	160.5
Apparel	124.0	120.9	119.5	116.2	117.2	122.0	124.8	123.1	119.0	115.8	118.6	123.5	124.3	123.4	120.1
Nondurables less food, beverages, and apparel	162.2	171.5	168.6	169.2	173.0	176.4	171.6	169.1	167.7	172.3	175.6	179.1	181.7	188.2	189.5
Durables	121.4	117.5	118.0	117.4	116.7	115.7	115.2	115.1	115.0	115.1	115.3	115.1	115.0	114.8	114.5
Services	209.8	216.5	216.8	217.6	218.0	218.1	218.4	217.9	217.9	219.1	219.9	221.0	221.5	221.9	223.3
Rent of shelter[3]	216.7	221.9	221.7	222.6	223.1	222.6	223.5	223.0	222.9	224.1	224.9	226.8	227.4	227.7	228.3
Transporatation services	209.1	216.3	217.1	218.0	217.2	216.8	218.9	218.6	217.7	218.7	219.3	219.7	220.0	220.0	220.5
Other services	246.4	254.4	253.0	253.7	255.5	257.0	257.2	257.3	257.4	258.4	259.2	259.5	259.7	259.6	260.2
Special indexes:															
All items less food	180.5	184.7	184.5	184.6	185.3	186.0	185.6	184.9	184.4	185.5	186.6	188.0	188.6	189.6	190.3
All items less shelter	170.8	174.6	174.3	174.2	175.0	176.0	175.5	174.9	174.7	175.6	176.7	177.6	178.2	179.6	180.2
All items less medical care	174.3	178.1	177.9	178.0	178.7	179.2	179.1	178.5	178.2	179.1	180.1	181.3	181.8	182.9	183.5
Commodities less food	136.0	136.5	135.5	134.9	135.9	137.3	136.1	135.0	133.8	134.7	136.3	138.0	138.9	140.6	140.3
Nondurables less food	147.4	151.9	151.1	149.0	151.5	155.2	153.3	151.3	149.2	150.8	153.7	157.5	159.3	162.8	162.4
Nondurables less food and apparel	163.3	172.1	169.4	170.0	173.4	176.6	172.2	170.0	168.8	173.0	176.1	179.4	181.7	187.7	189.0
Nondurables	161.1	165.3	163.9	163.5	165.2	167.4	166.8	166.1	165.4	166.4	168.1	170.3	171.4	174.1	174.0
Services less rent of shelter[3]	217.5	226.4	227.2	228.0	228.4	229.2	228.7	228.2	228.4	229.7	230.6	230.7	231.1	231.7	234.2
Services less medical care services	202.5	208.7	209.1	209.8	210.3	210.3	210.5	209.9	209.9	211.0	211.7	212.7	213.2	213.6	215.0
Energy	121.7	136.5	136.5	136.8	140.6	144.6	136.9	133.1	131.8	137.4	140.6	143.1	145.9	154.1	159.7
All items less energy	187.7	190.6	190.3	190.5	190.8	191.0	191.7	191.6	191.5	191.9	192.7	193.7	194.1	194.3	194.4
All items less food and energy	190.5	193.2	193.0	193.2	193.5	193.6	194.3	193.9	193.6	194.0	194.9	196.1	196.5	196.5	196.6
Commodities less food and energy	143.7	140.9	140.8	139.9	139.7	140.2	140.4	139.9	139.0	138.5	139.3	140.3	140.5	140.2	139.4
Energy commodities	117.1	136.7	130.9	131.3	139.2	146.9	137.0	132.1	129.0	138.2	144.6	151.3	156.3	170.1	172.8
Services less energy	217.5	223.8	223.5	224.3	224.9	224.9	225.8	225.6	225.5	226.6	227.5	228.9	229.4	229.6	230.2
CONSUMER PRICE INDEX FOR URBAN WAGE EARNERS AND CLERICAL WORKERS															
All items	175.9	179.8	179.6	179.6	180.6	181.0	180.7	180.2	179.9	180.9	181.9	182.9	183.5	184.7	185.3
All items (1967 = 100)	523.9	535.6	534.3	535.0	537.1	539.2	538.2	536.7	536.0	538.7	541.7	544.8	546.5	550.2	551.9
Food and beverages	176.1	179.9	179.5	179.6	180.2	180.7	181.7	182.4	183.6	183.8	184.0	184.4	184.5	186.0	186.4
Food	176.5	179.4	178.9	179.1	179.7	180.2	181.2	181.9	183.1	183.3	183.5	183.8	183.9	185.6	185.9
Food at home	175.1	178.5	177.9	178.0	178.8	179.4	180.7	181.6	183.3	183.2	183.2	183.5	183.3	185.8	186.1
Cereals and bakery products	198.0	202.8	203.7	204.4	204.5	203.5	203.2	202.4	202.4	203.8	204.4	204.9	205.5	206.0	206.7
Meats, poultry, fish, and eggs	162.0	169.2	167.0	168.2	169.5	170.9	173.8	179.2	181.0	179.9	179.7	179.6	179.1	181.1	182.4
Dairy and related products[1]	167.2	167.6	163.5	164.4	167.0	170.2	171.7	171.0	172.7	172.2	171.7	171.3	173.6	186.1	189.0
Fruits and vegetables	222.9	224.3	225.7	225.3	223.8	223.4	224.9	225.3	229.7	229.7	227.5	227.8	225.5	228.9	224.3
Nonalcoholic beverages and beverage materials	138.6	139.1	139.6	137.5	138.9	138.5	139.8	137.3	138.6	140.0	140.8	140.1	139.1	139.3	139.3
Other foods at home	160.4	162.2	163.0	162.3	162.6	162.8	162.5	161.6	162.5	162.3	163.3	164.7	164.6	165.1	165.5
Sugar and sweets	158.8	161.6	162.4	162.3	162.1	162.1	162.1	161.4	160.5	162.4	163.2	162.6	161.9	162.9	162.2
Fats and oils	155.3	157.4	156.5	156.2	157.7	157.6	159.6	157.3	157.7	160.7	162.2	166.0	166.1	169.4	171.4
Other foods	177.6	179.2	180.5	179.4	179.7	180.0	179.0	178.3	180.0	178.4	179.4	180.8	180.8	180.5	180.8
Other miscellaneous foods[1,2]	109.7	110.8	112.1	111.6	110.0	111.3	111.2	109.5	110.3	109.6	110.1	112.2	111.0	111.2	111.4
Food away from home[1]	178.2	182.0	181.7	182.1	182.4	182.7	183.3	183.7	184.2	184.8	185.3	185.6	186.1	186.6	186.8
Other food away from home[1,2]	118.1	121.5	121.3	121.4	121.6	122.0	122.5	122.9	123.1	123.6	123.8	123.8	124.3	124.6	124.7
Alcoholic beverages	183.3	187.1	186.8	187.0	186.9	187.7	188.1	188.8	188.9	189.5	190.0	191.2	192.1	192.0	192.7
Housing	175.7	180.4	180.9	181.4	181.6	181.6	181.3	180.9	181.0	182.1	182.6	183.2	183.6	184.1	185.6
Shelter	201.9	206.9	206.5	207.2	207.7	207.6	208.3	208.2	208.2	209.2	209.8	211.0	211.5	211.8	212.2
Rent of primary residence	199.0	204.7	204.4	204.8	205.3	205.8	206.1	206.6	207.0	207.4	208.0	208.4	208.9	209.4	209.9
Lodging away from home[2]	118.4	119.8	122.6	125.0	125.2	119.8	121.7	116.2	113.4	118.5	121.1	128.8	129.8	128.2	128.8
Owners' equivalent rent of primary residence[3]	195.1	199.7	199.0	199.4	199.9	200.4	201.0	201.4	201.7	202.1	202.3	202.7	203.1	203.6	203.9
Tenants' and household insurance[1,2]	108.7	114.7	115.0	115.4	115.7	115.8	116.0	114.4	114.4	114.9	115.1	115.2	116.0	116.4	116.5
Fuels and utilities	142.9	153.9	158.6	158.9	158.7	159.1	154.3	152.3	153.0	155.6	156.2	154.7	155.1	157.4	165.0
Fuels	126.1	137.0	142.2	142.4	141.9	142.3	137.0	134.7	135.4	138.0	138.3	136.6	137.0	139.3	147.4
Fuel oil and other fuels	115.0	138.7	131.6	129.6	129.6	129.4	130.7	134.4	136.2	149.6	154.5	152.0	148.9	149.6	149.8
Gas (piped) and electricity	133.4	144.1	150.3	150.6	150.1	150.6	144.6	141.9	142.5	144.7	144.7	142.9	143.5	146.1	155.1
Household furnishings and operations	124.4	121.9	121.9	121.9	121.4	121.0	120.9	120.7	120.4	121.0	121.4	121.4	121.3	121.1	121.3
Apparel	123.1	120.0	118.7	115.2	116.1	121.0	123.9	122.6	118.7	115.7	118.3	122.9	123.8	122.8	119.6
Men's and boys' apparel	121.7	117.5	116.2	113.4	112.9	116.5	120.0	121.1	117.8	115.6	117.4	120.0	120.6	120.3	117.8
Women's and girls' apparel	114.6	112.1	110.4	105.0	106.9	114.5	118.2	115.3	110.5	105.5	109.8	117.4	118.4	116.7	112.2
Infants' and toddlers' apparel[1]	128.6	124.1	122.9	120.3	122.9	126.5	127.7	125.0	121.4	120.1	122.2	125.2	123.4	120.9	118.8
Footwear	121.2	119.1	118.5	116.9	117.2	119.6	121.1	120.4	117.8	115.6	116.4	118.6	119.6	119.0	117.0
Transportation	151.8	156.3	155.7	155.5	157.1	158.1	155.4	153.6	152.5	154.9	156.8	158.5	159.9	163.6	164.0
Private transportation	149.0	153.5	152.8	152.5	154.2	155.3	152.5	150.8	149.7	152.2	154.0	155.7	157.1	160.9	161.3
New and used motor vehicles[2]	99.4	96.0	96.9	96.3	95.7	94.4	93.5	93.1	92.8	92.7	92.8	92.6	92.6	92.5	92.1

See footnotes at end of table.

37. Continued—Consumer Price Indexes for All Urban Consumers and for Urban Wage Earners and Clerical Workers: U.S. city average, by expenditure category and commodity or service group

[1982–84 = 100, unless otherwise indicated]

Series	Annual average		2003							2004					
	2002	2003	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June
New vehicles	141.1	139.0	138.4	137.7	137.9	137.6	137.8	138.7	139.2	139.2	139.5	139.0	138.7	138.5	138.2
Used cars and trucks[1]	152.8	143.7	148.1	146.4	144.0	139.8	135.9	132.8	131.7	131.6	131.7	132.0	132.1	132.6	131.4
Motor fuel	117.0	136.1	130.4	130.9	139.4	147.5	136.9	131.5	128.1	137.1	143.6	150.9	156.5	171.1	173.8
Gasoline (all types)	116.4	135.5	129.8	130.4	138.9	147.0	136.4	130.9	127.6	136.6	143.0	150.3	155.8	170.4	173.2
Motor vehicle parts and equipment	106.1	107.3	107.1	107.0	107.3	107.2	107.5	107.5	107.3	107.6	107.6	107.4	107.5	107.5	107.8
Motor vehicle maintenance and repair	191.7	197.3	196.8	197.7	197.3	197.9	198.6	198.9	199.8	199.9	200.1	200.3	200.4	200.8	201.5
Public transportation	202.6	206.0	210.8	212.8	210.5	208.4	208.7	205.8	203.6	204.6	206.2	208.0	209.4	208.8	210.0
Medical care	284.6	296.3	295.5	296.7	297.4	298.3	299.1	300.1	301.4	302.8	305.4	306.9	307.7	308.4	309.4
Medical care commodities	251.1	257.4	256.7	258.2	258.6	259.4	259.2	258.5	259.4	259.8	260.9	261.5	262.5	263.3	263.8
Medical care services	292.5	305.9	305.1	306.3	307.0	307.9	309.1	310.6	311.9	313.8	316.8	318.6	319.4	320.0	321.2
Professional services	256.0	263.4	263.5	264.1	263.9	264.4	265.2	265.2	266.5	267.8	270.6	272.3	273.2	273.5	274.1
Hospital and related services	363.2	391.2	388.1	390.9	394.2	395.8	397.5	402.4	403.4	405.9	408.7	409.9	409.8	410.7	413.0
Recreation[2]	104.6	105.5	105.5	105.6	105.7	105.5	105.4	105.6	105.5	105.6	106.2	106.5	106.7	106.6	106.7
Video and audio[1,2]	102.0	102.9	102.9	102.9	102.9	102.7	102.8	103.0	102.5	102.7	103.2	103.5	103.9	103.9	103.7
Education and communication[2]	107.6	109.0	107.8	108.2	109.1	109.7	109.7	109.6	109.7	109.8	110.0	109.8	109.6	109.2	109.4
Education[2]	125.9	133.8	131.8	132.3	135.5	137.8	138.1	138.0	138.0	139.1	139.4	139.6	139.7	139.9	140.6
Educational books and supplies	318.5	336.5	335.5	336.3	339.6	339.6	340.6	337.5	343.8	346.1	349.5	349.9	350.4	350.4	351.5
Tuition, other school fees, and child care	354.8	377.3	371.1	372.6	382.1	389.2	390.1	390.2	390.7	392.8	393.3	393.8	394.1	394.6	396.7
Communication[1,2]	93.7	91.2	90.7	90.9	90.5	90.2	89.9	89.8	89.7	89.6	89.6	89.3	89.0	88..4	88.4
Information and information processing[1,2]	92.7	89.9	89.6	89.6	89.1	89.1	88.5	88.4	88.3	88.2	88.2	87.9	87.5	87.0	86.9
Telephone services[1,2]	99.9	98.5	97.7	98.3	98.0	97.6	97.3	97.4	97.4	97.2	97.3	96.9	96.7	96.1	96.1
Information and information processing other than telephone services[1,4]	19.0	16.7	16.8	16.5	16.3	16.1	16.2	15.9	15.8	15.8	15.8	15.7	15.5	15.4	15.4
Personal computers and peripheral equipment[1,2]	21.8	17.3	16.9	16.9	16.3	16.0	16.2	16.0	15.9	15.8	15.7	15.5	15.6	15.4	15.2
Other goods and services	302.0	307.0	306.0	307.5	308.0	307.9	308.2	307.7	308.1	309.3	310.0	310.8	311.3	311.5	311.8
Tobacco and smoking products	463.2	470.5	464.8	470.5	473.2	469.9	470.7	470.2	471.5	473.8	473.2	474.2	474.1	474.4	476.9
Personal care[1]	174.1	177.0	177.2	177.5	177.4	177.9	178.0	177.7	177.8	177.4	179.1	179.7	180.1	180.2	180.0
Personal care products[1]	155.5	154.2	154.4	154.8	154.3	154.0	154.1	153.8	154. 2	154.3	155.0	155.0	155.1	155.1	154.3
Personal care services[1]	189.1	193.9	193.5	193.9	194.6	196.1	196.3	194.8	194.9	195.1	195.7	196.3	196.6	197.1	197.5
Miscellaneous personal services	274.0	283.3	283.9	284.0	284.4	285.2	285.6	286.7	286.6	288.4	290.2	291.6	292.9	293.1	293.5
Commodity and service group:															
Commodities	150.4	151.8	151.1	150.7	151.6	152.7	151.9	151.3	150.7	151.5	152.7	154.1	154.8	156.7	156.6
Food and beverages	176.1	179.9	179.5	179.6	180.2	180.7	181.7	182.4	183.6	183.8	184.0	184.4	184.5	186.0	186.4
Commodities less food and beverages	135.5	135.8	135.0	134.2	135.4	136.7	135.2	133.8	132.5	133.5	135.2	137.0	138.0	140.0	139.6
Nondurables less food and beverages	147.0	152.1	149.6	148.7	151.7	155.9	153.6	151.4	149.0	151.0	154.3	158.4	160.5	164.7	164.4
Apparel	123.1	120.0	118.7	115.2	116.1	121.0	123.9	122.6	118.7	115.7	118.3	122.9	123.8	122.8	119.6
Nondurables less food, beverages, and apparel	165.3	175.6	172.3	173.0	177.4	181.2	175.7	172.9	171.6	176.5	180.2	184.1	187.0	194.5	196.0
Durables	121.8	117.4	118.3	117.6	116.9	115.5	114.7	114.2	114.0	114.0	1142.0	114.0	113.9	113.9	113.5
Services	205.9	212.6	212.9	213.6	214.0	214.3	214.4	214.1	214.2	215.3	216.0	216.7	217.1	217.6	219.0
Rent of shelter[3]	194.5	199.2	198.9	199.5	200.0	199.9	200.6	200.5	200.6	201.4	202.0	203.2	203.7	203.9	204.4
Transporatation services	207.7	216.2	216.7	217.4	216.8	216.8	219.0	218.8	218.0	219.1	219.7	220.0	220.2	220.3	220.7
Other services	241.6	248.5	247.2	247.9	249.3	250.6	250.7	250.7	250.9	251.8	252.6	252.9	253.0	252.7	253.3
Special indexes:															
All items less food	175.8	179.7	179.5	179.6	180.3	181.0	180.4	179.7	179.2	180.2	181.4	182.6	183.2	184.4	185.0
All items less shelter	168.3	171.9	171.7	171.5	172.3	173.3	172.6	171.9	171.6	172.5	173.7	174.7	175.3	176.8	177.5
All items less medical care	171.1	174.8	174.5	174.5	175.2	176.0	175.6	175.0	174.7	175.6	176.6	177.6	178.2	179.4	180.0
Commodities less food	137.3	137.7	136.9	136.1	137.2	138.6	137.0	135.8	134.5	135.5	137.1	138.9	139.9	141.8	141.5
Nondurables less food	149.2	154.2	151.8	151.0	151.0	157.9	155.7	153.7	151.4	153.3	156.4	160.4	162.4	166.4	166.2
Nondurables less food and apparel	166.1	175.9	172.8	173.5	177.5	181.1	176.1	173.6	172.1	176.9	180.2	184.0	186.6	193.5	194.8
Nondurables	161.4	166.4	164.9	164.6	166.4	168.8	168.1	167.3	166.6	167.8	169.5	171.8	173.0	175.9	175.9
Services less rent of shelter[3]	193.1	201.3	202.2	202.8	203.1	203.7	203.2	202.7	202.9	204.1	204.9	204.9	205.2	205.8	208.2
Services less medical care services	198.9	205.2	205.2	206.2	206.6	206.8	206.9	206.5	206.6	207.6	208.2	208.8	209.2	209.7	211.1
Energy	120.9	135.9	135.6	135.9	140.0	144.2	136.3	132.4	131.1	136.9	140.2	143.0	146.0	154.5	159.9
All items less energy	183.6	186.1	185.9	185.9	186.2	186.4	187.0	187.0	186.9	187.2	187.9	188.7	189.0	189.3	189.3
All items less food and energy	185.6	187.9	187.7	187.7	187.9	188.1	188.6	188.4	188.0	188.3	189.1	190.1	190.4	190.4	190.3
Commodities less food and energy	144.4	141.1	141.3	140.3	140.1	140.2	140.3	139.7	141.1	138.2	139.0	140.0	140.1	139.9	139.0
Energy commodities	17.3	136.8	131.0	131.4	139.5	147.2	137.2	132.1	136.8	138.3	144.7	151.5	156.7	170.7	173.3
Services less energy	213.9	220.2	219.8	220.5	221.0	221.3	222.1	222.1	222.1	223.1	223.9	224.9	225.3	225.5	226.0

[1] Not seasonally adjusted.

[2] Indexes on a December 1997 = 100 base.

[3] Indexes on a December 1982 = 100 base.

[4] Indexes on a December 1988 = 100 base.

Dash indicates data not available.

NOTE: Index applied to a month as a whole, not to any specific date.

38. Consumer Price Index: U.S. city average and available local area data: all items

[1982–84 = 100, unless otherwise indicated]

	Pricing schedule[1]	All Urban Consumers 2004						Urban Wage Earners 2004					
		Jan.	Feb.	Mar.	Apr.	May	June	Jan.	Feb.	Mar.	Apr.	May	June
U.S. city average	M	185.2	186.2	187.4	188.0	189.1	189.7	180.9	181.9	182.9	183.5	184.7	185.3
Region and area size[2]													
Northeast urban	M	195.9	196.8	198.6	199.4	199.9	201.1	192.6	193.6	195.1	195.7	196.4	197.5
Size A—More than 1,500,000	M	197.9	198.6	200.7	201.4	202.0	203.3	193.3	194.3	195.9	196.3	197.1	198.3
Size B/C—50,000 to 1,500,000[3]	M	116.0	116.6	117.4	118.1	118.3	118.7	116.1	116.7	117.5	118.1	118.4	118.8
Midwest urban[4]	M	179.4	180.2	181.0	181.5	182.9	183.3	174.5	175.3	175.8	176.3	177.8	178.2
Size A—More than 1,500,000	M	181.8	182.5	183.1	183.7	185.0	185.3	176.2	176.9	177.2	177.9	179.4	179.4
Size B/C—50,000 to 1,500,000[3]	M	114.1	114.7	115.2	115.6	116.4	116.8	113.3	113.8	114.2	114.6	115.5	116.0
Size D—Nonmetropolitan (less than 50,000)	M	171.8	173.0	174.1	173.9	176.0	176.9	169.4	170.6	171.4	171.2	173.2	174.1
South urban	M	178.2	179.1	180.1	180.9	182.0	182.9	178.2	179.1	180.1	180.9	178.9	179.7
Size A—More than 1,500,000	M	179.8	180.8	181.8	182.5	183.4	184.3	177.1	178.0	178.9	179.7	180.8	181.9
Size B/C—50,000 to 1,500,000[3]	M	113.8	114.3	114.9	115.6	116.4	117.0	112.3	112.7	113.4	114.0	114.8	115.3
Size D—Nonmetropolitan (less than 50,000)	M	175.3	176.8	177.7	178.7	179.4	180.5	174.6	176	176.9	177.8	179	180
West urban	M	189.4	190.8	192.2	192.3	193.4	193.3	184.3	185.7	187.1	187.3	188.6	188.6
Size A—More than 1,500,000	M	191.7	193.2	194.5	194.6	195.9	195.9	185.0	186.5	187.9	188.2	189.6	189.7
Size B/C—50,000 to 1,500,000[3]	M	116.0	117.0	117.9	117.8	118.2	117.9	115.4	116.4	117.2	117.2	117.8	117.6
Size classes:													
A[5]	M	169.4	170.4	171.5	172.0	172.9	173.4	167.6	168.6	169.6	170.0	171.2	171.7
B/C[3]	M	114.6	115.2	115.9	116.3	117.0	117.3	113.6	114.2	114.9	115.3	116.0	116.4
D	M	176.9	177.9	178.9	179.3	180.9	181.8	174.8	175.8	176.7	177.2	178.8	179.7
Selected local areas[6]													
Chicago–Gary–Kenosha, IL–IN–WI	M	185.4	186.4	186.3	187.2	188.7	189.1	179.0	179.9	179.7	180.6	182.2	182.5
Los Angeles–Riverside–Orange County, CA	M	188.5	190.1	191.5	191.9	193.3	193.7	181.7	186.4	184.9	185.2	186.8	187.4
New York, NY–Northern NJ–Long Island, NY–NJ–CT–PA	M	199.9	201.1	203.4	204.0	204.4	206.0	194.9	196.3	198.2	198.5	199.1	200.4
Boston–Brockton–Nashua, MA–NH–ME–CT	1	208.4	–	208.7	–	181.3	–	206.8	–	207.4	–	207.9	–
Cleveland–Akron, OH	1	178.4	–	180.0	–	179.1	–	169.8	–	171.0	–	172.6	–
Dallas–Ft Worth, TX	1	175.7	–	177.7	–	118.9	–	175.7	–	177.6	–	179.5	–
Washington–Baltimore, DC–MD–VA–WV[7]	1	117.1	–	118.1	–	118.9	–	116.5	–	117.6	–	118.4	–
Atlanta, GA	2	–	180.8	–	182.3	–	185.7	–	178.7	–	180.0	–	184.0
Detroit–Ann Arbor–Flint, MI	2	–	183.4	–	184.7	–	185.8	–	178.1	–	179.3	–	180.4
Houston–Galveston–Brazoria, TX	2	–	168.5	–	169.7	–	169.3	–	165.7	–	166.8	–	167.6
Miami–Ft. Lauderdale, FL	2	–	183.6	–	185.2	–	185.6	–	180.8	–	182.6	–	183.4
Philadelphia–Wilmington–Atlantic City, PA–NJ–DE–MD	2	–	191.4	–	194.8	–	198.0	–	191.2	–	194.0	–	197.3
San Francisco–Oakland–San Jose, CA	2	–	198.1	–	198.3	–	199.0	–	194.1	–	194.7	–	195.4
Seattle–Tacoma–Bremerton, WA	2	–	193.5	–	194.3	–	195.3	–	187.8	–	189.1	–	190.4

[1] Foods, fuels, and several other items priced every month in all areas; most other goods and services priced as indicated:

M—Every month.

1—January, March, May, July, September, and November.

2—February, April, June, August, October, and December.

[2] Regions defined as the four Census regions.

[3] Indexes on a December 1996 = 100 base.

[4] The "North Central" region has been renamed the "Midwest" region by the Census Bureau. It is composed of the same geographic entities.

[5] Indexes on a December 1986 = 100 base.

[6] In addition, the following metropolitan areas are published semiannually and appear in tables 34 and 39 of the January and July issues of the *CPI Detailed Report*: Anchorage, AK; Cincinnatti, OH–KY–IN; Kansas City, MO–KS; Milwaukee–Racine, WI; Minneapolis–St. Paul, MN–WI; Pittsburgh, PA; Port-land–Salem, OR–WA; St Louis, MO–IL; San Diego, CA; Tampa–St. Petersburg–Clearwater, FL.

[7] Indexes on a November 1996 = 100 base.

NOTE: Local area CPI indexes are byproducts of the national CPI program. Each local index has a smaller sample size and is, therefore, subject to substantially more sampling and other measurement error. As a result, local area indexes show greater volatility than the national index, although their long-term trends are similar. Therefore, the Bureau of Labor Statistics strongly urges users to consider adopting the national average CPI for use in their escalator clauses. Index applies to a month as a whole, not to any specific date.

Dash indicates data not available.

39. Annual data: Consumer Price Index, U.S. city average, all items and major groups

[1982–84 = 100]

Series	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003
Consumer Price Index for All Urban Consumers:											
All items:											
Index	144.5	148.2	152.4	156.9	160.5	163.0	166.6	172.2	177.1	179.9	184.0
Percent change	3.0	2.6	2.8	3.0	2.3	1.6	2.2	3.4	2.8	1.6	2.3
Food and beverages:											
Index	141.6	144.9	148.9	153.7	157.7	161.1	164.6	168.4	173.6	176.8	180.5
Percent change	2.1	2.3	2.8	3.2	2.6	2.2	2.2	2.3	3.1	1.8	2.1
Housing:											
Index	141.2	144.8	148.5	152.8	156.8	160.4	163.9	169.6	176.4	180.3	184.8
Percent change	2.7	2.5	2.6	2.9	2.6	2.3	2.2	3.5	4.0	2.2	2.5
Apparel:											
Index	133.7	133.4	132.0	131.7	132.9	133.0	131.3	129.6	127.3	124.0	120.9
Percent change	1.4	–.2	–1.0	–.2	.9	.1	–1.3	–1.3	–1.8	–2.6	–2.5
Transportation:											
Index	130.4	134.3	139.1	143.0	144.3	141.6	144.4	153.3	154.3	152.9	157.6
Percent change	3.1	3.0	3.6	2.8	0.9	–1.9	2.0	6.2	0.7	–.9	3.1
Medical care:											
Index	201.4	211.0	220.5	228.2	234.6	242.1	250.6	260.8	272.8	285.6	297.1
Percent change	5.9	4.8	4.5	3.5	2.8	3.2	3.5	4.1	4.6	4.7	4.0
Other goods and services:											
Index	192.9	198.5	206.9	215.4	224.8	237.7	258.3	271.1	282.6	293.2	298.7
Percent change	5.2	2.9	4.2	4.1	4.4	5.7	8.7	5.0	4.2	3.8	1.9
Consumer Price Index for Urban Wage Earners and Clerical Workers:											
All items:											
Index	142.1	145.6	149.8	154.1	157.6	159.7	163.2	168.9	173.5	175.9	179.8
Percent change	2.8	2.5	2.9	2.9	2.3	1.3	2.2	3.5	2.7	1.4	2.2

40. Producer Price Indexes, by stage of processing

[1982 = 100]

Grouping	Annual average		2003							2004					
	2002	2003	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.[P]	Apr.[P]	May[P]	June[P]
Finished goods	138.9	143.3	143.0	143.0	143.7	144.0	145.5	144.5	144.5	145.4	145.3	146.2	147.3	149.1	148.7
Finished consumer goods	139.4	145.3	145.0	145.1	145.9	146.4	147.7	146.5	146.7	147.8	147.6	148.7	150.2	152.6	152.0
Finished consumer foods	140.1	145.9	145.2	144.9	146.3	148.0	151.0	150.1	150.3	148.1	148.0	150.3	152.5	155.3	154.5
Finshed consumer goods excluding foods	138.8	144.7	144.6	144.8	145.4	145.5	146.2	144.8	145.0	147.4	147.1	147.7	148.9	151.1	150.7
Nondurable goods less food	139.8	148.4	148.9	149.2	150.0	150.4	149.4	147.6	148.2	151.7	151.3	152.0	154.0	157.0	156.3
Durable goods	133.0	133.1	131.8	131.7	131.8	131.1	135.6	135.0	134.3	134.3	134.3	134.8	134.3	134.8	135.0
Capital equipment	139.1	139.5	138.9	138.9	139.2	138.9	140.8	140.5	140.2	140.5	140.8	141.1	141.0	141.1	141.3
Intermediate materials, supplies, and components	127.8	133.7	133.5	133.7	134.1	134.1	134.1	134.1	134.5	136.2	137.1	137.9	139.8	141.9	142.7
Materials and components for manufacturing	126.1	129.7	129.6	129.2	129.8	129.8	130.5	130.7	130.9	131.9	133.2	134.1	135.9	137.3	138.0
Materials for food manufacturing	123.2	134.4	134.2	133.3	135.5	137.4	141.8	141.6	140.7	138.4	138.9	141.1	146.1	151.6	151.9
Materials for nondurable manufacturing	129.2	137.2	137.4	136.3	137.5	136.4	137.5	137.2	137.9	140.2	141.1	141.7	143.2	144.5	145.7
Materials for durable manufacturing	124.7	127.9	126.8	127.1	127.5	128.6	129.5	130.5	131.2	132.9	137.0	170.0	143.5	146.2	147.9
Components for manufacturing	126.1	125.9	126.0	125.8	125.8	125.8	125.8	125.8	125.8	125.9	126.2	126.2	127.0	127.4	127.6
Materials and components for construction	151.3	153.6	153.0	153.6	153.7	155.0	155.2	155.6	155.6	156.2	158.3	160.7	163.6	166.2	167.3
Processed fuels and lubricants	96.3	112.6	112.1	113.7	114.5	113.7	111.5	110.3	111.7	116.8	116.3	116.3	118.1	122.1	123.7
Containers	152.1	153.7	154.1	153.8	153.6	153.5	153.2	153.4	153.5	153.9	153.8	154.1	154.3	156.8	158.0
Supplies	138.9	141.5	141.5	141.5	141.2	141.7	141.9	142.6	142.8	143.2	143.8	144.8	146.4	147.2	147.3
Crude materials for further processing	108.1	135.3	136.5	132.6	131.3	134.7	138.3	137.0	141.1	147.8	148.3	149.7	154.1	159.6	162.3
Foodstuffs and feedstuffs	99.5	113.5	110.4	107.6	111.5	119.0	128.1	125.7	124.7	117.1	121.0	130.8	135.1	142.1	137.4
Crude nonfood materials	111.4	148.2	152.8	148.2	142.7	142.8	141.1	141.4	149.5	167.3	164.9	159.8	164.1	168.3	176.6
Special groupings:															
Finished goods, excluding foods	138.3	142.4	142.2	142.2	142.7	142.7	143.8	142.8	142.8	144.5	144.4	144.9	145.7	147.2	147.0
Finished energy goods	88.8	102.0	103.1	103.4	104.7	105.2	103.2	100.4	101.0	106.0	105.7	107.0	109.3	113.7	112.8
Finished goods less energy	147.3	149.0	148.3	148.2	148.7	149.0	151.4	151.0	150.9	150.6	150.6	151.3	152.0	152.9	152.7
Finished consumer goods less energy	150.8	153.1	152.4	152.3	152.8	153.3	156.1	155.5	155.5	154.9	154.7	155.7	156.7	158.1	157.8
Finished goods less food and energy	150.2	150.5	149.8	149.8	149.9	149.7	152.0	151.7	151.4	151.8	151.7	152.0	152.2	152.5	152.5
Finished consumer goods less food and energy	157.6	157.9	157.1	157.1	157.2	157.0	159.5	159.2	159.0	159.4	159.1	159.3	159.7	160.1	160.1
Consumer nondurable goods less food and energy	177.5	177.9	177.7	177.8	178.0	177.8	178.6	178.5	178.9	179.7	179.1	179.0	180.2	180.6	180.3
Intermediate materials less foods and feeds	128.5	134.2	134.0	134.2	134.6	134.5	134.4	134.2	134.7	136.5	137.4	138.2	139.8	141.7	142.8
Intermediate foods and feeds	115.5	125.9	125.1	124.4	125.0	128.4	131.9	134.8	134.1	132.2	132.5	136.4	143.0	147.6	144.6
Intermediate energy goods	95.9	111.9	111.3	113.0	114.3	112.8	110.7	109.5	110.9	115.8	115.3	115.3	117.1	121.1	122.7
Intermediate goods less energy	134.5	137.7	137.6	137.4	137.5	138.0	138.5	138.8	139.0	169.8	141.0	142.1	144.0	145.5	146.1
Intermediate materials less foods and energy	135.8	138.5	138.4	138.3	138.4	138.7	139.0	139.2	139.5	140.4	141.6	142.6	144.2	145.5	146.4
Crude energy materials	102.0	147.2	156.2	148.7	139.7	138.2	134.3	132.5	141.8	163.5	156.7	147.1	156.3	165.3	178.0
Crude materials less energy	108.7	123.4	119.4	118.0	121.7	128.2	135.9	135.5	136.2	133.3	138.2	146.6	147.8	151.0	147.1
Crude nonfood materials less energy	135.7	152.5	146.3	148.8	151.8	155.5	159.5	164.8	170.1	179.3	187.2	192.2	185.3	178.3	176.7

41. Producer Price Indexes for the net output of major industry groups

[December 2003 = 100, unless otherwise indicated]

NAICS	Industry	2003	2004					
		Dec.	Jan.	Feb.	Mar.[P]	Apr.[P]	May[P]	June[P]
–	**Total mining industries (December 1984=100)**	129.0	144.6	139.5	133.9	138.5	145.0	153.8
211	Oil and gas extraction(December 1985=100)	155.1	181.1	172.4	161.3	168.6	180.1	195.3
212	Mining, except oil and gas	100.0	103.3	103.6	105.0	107.1	107.5	107.8
213	Mining support activities	100.0	101.2	100.6	100.9	99.9	100.5	102.2
–	**Total manufacturing industries (December 1984=100)**	137.7	138.9	139.3	140.2	141.8	143.4	143.0
311	Food manufacturing (December 1984=100)	141.1	139.3	139.9	142.1	145.8	148.9	148.3
312	Beverage and tobacco manufacturing	100.0	101.4	100.9	100.4	101.7	101.2	101.3
313	Textile mills	100.0	100.4	100.3	100.3	100.5	100.8	101.4
315	Apparel manufacturing	100.0	99.9	99.9	99.9	100.0	100.0	99.8
316	Leather and allied product manufacturing (December 1984=100)	143.4	143.3	143.2	143.8	143.5	143.6	143.1
321	Wood products manufacturing	100.0	99.3	102.5	105.7	108.1	110.2	108.4
322	Paper manufacturing	100.0	99.3	99.6	99.4	100.0	100.9	102.1
323	Printing and related support activities	100.0	100.2	100.3	100.6	101.1	100.9	101.0
324	Petroleum and coal products manufacturing (December 1984=100)	117.5	131.5	130.7	134.3	141.5	152.3	143.9
325	Chemical manufacturing (December 1984=100)	165.3	167.0	167.7	168.6	169.2	170.1	171.7
326	Plastics and rubber products manufacturing (December 1984=100)	128.8	128.9	129.9	129.7	130.1	130.6	131.1
331	Primary metal manufacturing (December 1984=100)	121.4	124.0	128.1	131.7	136.9	141.3	145.1
332	Fabricated metal product manufacturing (December 1984=100)	133.7	134.6	135.3	136.6	138.6	140.7	142.0
333	Machinery manufacturing	100.0	100.3	100.6	101.0	101.3	101.6	101.7
334	Computer and electronic products manufacturing	100.0	99.8	99.9	99.8	100.1	99.9	99.3
335	Electrical equipment, appliance, and components manufacturing	100.0	100.2	100.8	101.6	102.7	103.5	103.6
336	Transportation equipment manufacturing	100.0	100.2	100.1	100.3	100.1	100.4	100.6
337	Furniture and related product manufacturing(December 1984=100)	147.6	147.4	147.8	148.5	149.1	150.9	152.9
339	Miscellaneous manufacturing	100.0	100.5	100.9	100.8	101.1	100.9	101.0
	Retail trade							
441	Motor vehicle and parts dealers	100.0	101.6	100.4	101.4	101.7	103.3	104.3
442	Furniture and home furnishings stores	100.0	99.5	99.9	100.2	100.6	101.1	102.8
443	Electronics and appliance stores	100.0	101.4	102.7	103.4	94.1	95.8	98.9
446	Health and personal care stores	100.0	99.6	99.2	99.1	98.7	98.3	97.5
447	Gasoline stations (June 2001=100)	47.9	45.5	43.3	55.1	52.6	50.3	59.0
454	Nonstore retailers	100.0	102.9	102.7	119.1	108.6	106.3	106.8
	Transportation and warehousing							
481	Air transportation (December 1992=100)	162.7	163.3	163.7	162.8	162.1	162.2	163.1
483	Water transportation	100.0	99.0	98.7	98.9	99.7	100.3	100.3
491	Postal service (June 1989=100)	155.0	155.0	155.0	155.0	155.0	155.0	155.0
	Utilities							
221	Utilities	100.0	101.7	102.0	101.1	102.0	103.3	106.7
	Health care and social assistance							
6211	Office of physicians (December 1996=100)	112.8	114.1	114.1	114.0	114.3	114.2	114.4
6215	Medical and diagnostic laboratories	100.0	100.3	99.8	99.9	100.0	99.8	100.2
6216	Home health care services (December 1996=100)	119.0	119.5	119.5	119.6	119.7	119.7	119.7
622	Hospitals (December 1992=100)	137.6	139.5	139.5	139.7	140.3	140.7	140.8
6231	Nursing care facilities	100.0	101.2	101.5	101.8	101.6	101.6	101.3
62321	Residential mental retardation facilities	100.0	100.1	99.9	99.9	99.9	100.6	99.9
	Other services industries							
511	Publishing industries, except Internet	100.0	100.9	101.1	101.2	101.5	101.4	101.3
515	Broadcasting, except Internet	100.0	97.8	98.4	100.0	100.8	102.4	103.6
517	Telecommunications	100.0	100.4	100.0	99.8	100.2	99.9	100.0
5182	Data processing and related services	100.0	99.9	100.2	100.1	100.2	100.7	99.3
523	Security, commodity contracts, and like activity	100.0	101.8	101.7	101.5	101.8	102.3	102.9
53112	Lessors or nonresidental buildings (except miniwarehouse)	100.0	99.1	99.4	99.0	101.8	102.3	101.5
5312	Offices of real estate agents and brokers	100.0	100.0	100.2	100.3	100.9	100.9	100.9
5313	Real estate support activities	100.0	100.1	100.3	101.6	101.6	102.0	97.6
5321	Automotive equipment rental and leasing (June 2001=100)	109.1	107.9	110.5	106.7	105.4	104.4	105.2
5411	Legal services (December 1996=100)	126.5	131.4	132.1	131.8	131.9	131.8	131.8
541211	Offices of certified public accountants	100.0	100.8	101.3	101.1	101.2	101.3	101.1
5413	Architectural, engineering, and related services (December 1996=100)	125.3	125.7	126.6	126.7	126.6	126.3	126.4
54181	Advertising agencies	100.0	99.6	99.5	99.8	99.9	100.1	100.1
5613	Employment services (December 1996=100)	112.1	112.1	112.0	112.5	114.0	113.4	114.1
56151	Travel agencies	100.0	99.0	100.7	100.5	98.6	98.3	96.9
56172	Janitorial services	100.0	100.3	100.4	100.6	100.5	100.5	101.1
5621	Waste collection	100.0	100.8	100.8	100.8	101.9	101.9	101.8
721	Accommodation (December 1996=100)	120.5	122.2	121.5	125.2	124.0	125.0	124.0

NOTE: Data reflect the conversion to the 2002 version of the North American Industry Classification System (NAICS), replacing the Standard Industrial Classification (SIC) system.

42. Annual data: Producer Price Indexes, by stage of processing

[1982 = 100]

Index	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003
Finished goods											
Total	124.7	125.5	127.9	131.3	131.8	130.7	133.0	138.0	140.7	138.9	143.3
Foods	125.7	126.8	129.0	133.6	134.5	134.3	135.1	137.2	141.3	140.1	146.0
Energy	78.0	77.0	78.1	83.2	83.4	75.1	78.8	94.1	96.8	88.8	102.0
Other	135.8	137.1	140.0	142.0	142.4	143.7	146.1	148.0	150.0	150.2	150.5
Intermediate materials, supplies, and components											
Total	116.2	118.5	124.9	125.7	125.6	123.0	123.2	129.2	129.7	127.8	133.7
Foods	115.6	118.5	119.5	125.3	123.2	123.2	120.8	119.2	124.3	123.3	134.4
Energy	84.6	83.0	84.1	89.8	89.0	80.8	84.3	101.7	104.1	95.9	111.9
Other	123.8	127.1	135.2	134.0	134.2	133.5	133.1	136.6	136.4	135.8	138.5
Crude materials for further processing											
Total	102.4	101.8	102.7	113.8	111.1	96.8	98.2	120.6	121.3	108.1	135.3
Foods	108.4	106.5	105.8	121.5	112.2	103.9	98.7	100.2	106.2	99.5	113.5
Energy	76.7	72.1	69.4	85.0	87.3	68.6	78.5	122.1	122.8	102.0	147.5
Other	94.1	97.0	105.8	105.7	103.5	84.5	91.1	118.0	101.8	101.0	116.8

43. U.S. export price indexes by Standard International Trade Classification

[2000 = 100]

SITC Rev. 3	Industry	2003							2004					
		June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June
0	**Food and live animals**	107.5	107.1	107.6	112.1	112.2	115.2	116.5	117.0	119.9	122.7	126.0	126.6	123.8
01	Meat and meat preparations	102.9	104.6	108.9	117.2	123.5	125.6	123.0	122.8	125.0	127.1	126.3	126.3	126.3
04	Cereals and cereal preparations	118.5	115.4	115.7	124.2	119.4	125.6	130.8	131.6	135.2	139.6	147.7	146.0	141.4
05	Vegetables, fruit, and nuts, prepared fresh or dry	99.6	101.2	99.7	101.4	103.2	102.8	103.2	103.1	108.4	110.1	109.5	113.2	110.7
2	**Crude materials, inedible, except fuels**	103.9	103.9	102.3	106.2	111.2	116.3	116.9	120.2	122.3	129.0	132.8	132.7	125.0
22	Oilseeds and oleaginous fruits	122.7	124.8	109.2	121.1	136.7	150.9	152.5	157.2	160.9	181.6	197.1	199.0	168.5
24	Cork and wood	90.4	90.6	90.9	91.6	92.0	92.5	93.7	94.5	95.6	96.5	97.6	98.1	97.9
25	Pulp and waste paper	90.1	85.5	85.3	88.8	90.8	91.9	91.7	91.7	92.5	94.2	98.8	100.2	99.8
26	Textile fibers and their waste	103.2	106.2	107.0	109.6	121.4	128.5	121.2	123.7	122.2	121.9	115.9	115.1	110.0
28	Metalliferous ores and metal scrap	109.0	112.3	117.8	119.9	121.1	129.6	136.6	148.9	156.8	171.4	176.2	171.8	164.5
3	**Mineral fuels, lubricants, and related products**	107.6	109.8	114.9	108.7	108.2	106.3	110.7	120.5	119.3	123.0	123.1	134.8	130.1
32	Coal, coke, and briquettes	112.1	111.2	111.2	111.6	111.6	111.6	112.9	–	–	–	–	–	–
33	Petroleum, petroleum products, and related materials	102.7	105.9	113.0	104.2	104.1	101.2	106.2	116.8	114.7	120.1	119.8	135.0	127.6
5	**Chemicals and related products, n.e.s.**	100.8	99.6	100.0	100.3	100.7	100.9	101.4	102.9	104.0	104.0	105.6	105.8	106.1
54	Medicinal and pharmaceutical products	104.8	105.8	105.5	105.4	105.9	106.5	105.8	105.4	105.3	105.5	105.8	105.8	106.0
55	Essential oils; polishing and cleaning preparations	97.3	97.5	97.6	98.2	98.9	99.4	100.1	104.3	104.2	104.3	104.2	104.2	104.0
57	Plastics in primary forms	96.6	95.1	94.8	95.4	95.5	95.8	96.5	98.3	100.9	102.1	102.2	103.1	103.6
58	Plastics in nonprimary forms	98.8	98.4	98.4	98.2	98.3	97.1	97.2	96.8	97.2	97.4	96.9	96.7	96.2
59	Chemical materials and products, n.e.s.	101.6	102.0	101.9	101.9	102.4	102.5	102.6	105.0	105.2	104.8	105.1	105.3	105.2
6	**Manufactured goods classified chiefly by materials**	100.0	99.9	100.0	100.2	100.3	100.7	100.8	101.7	103.0	104.1	105.7	106.5	106.6
62	Rubber manufactures, n.e.s.	110.1	110.1	109.5	109.2	109.2	109.5	109.9	110.4	110.9	110.4	110.9	110.8	111.4
64	Paper, paperboard, and articles of paper, pulp, and paperboard	98.3	98.5	98.3	98.3	97.4	97.9	97.6	97.9	97.8	97.9	98.8	99.1	99.5
66	Nonmetallic mineral manufactures, n.e.s.	100.4	100.4	100.2	99.5	99.5	99.7	99.8	99.7	99.6	99.7	99.7	99.4	99.9
68	Nonferrous metals	80.3	79.8	80.9	81.6	81.9	83.4	84.5	85.9	90.9	94.1	98.1	97.6	95.0
7	**Machinery and transport equipment**	97.8	98.0	97.9	97.9	97.7	97.7	97.8	97.9	98.1	98.3	98.4	98.4	98.4
71	Power generating machinery and equipment	107.2	107.4	107.4	107.5	107.9	108.5	108.7	109.3	109.4	109.4	108.6	108.6	108.7
72	Machinery specialized for particular industries	102.6	103.2	103.2	103.1	103.1	103.3	103.4	103.9	104.0	104.2	105.1	105.5	105.4
74	General industrial machines and parts, n.e.s., and machine parts	102.4	102.5	102.5	102.6	102.6	102.8	102.8	103.3	103.5	104.0	104.5	104.7	104.8
75	Computer equipment and office machines	88.1	88.2	88.0	87.8	87.9	88.0	88.6	87.7	88.2	88.4	88.5	88.5	88.5
76	Telecommunications and sound recording and reproducing apparatus and equipment	93.8	93.4	93.4	93.3	92.8	92.2	92.0	92.6	92.5	92.4	92.3	92.3	92.3
77	Electrical machinery and equipment	89.7	89.8	89.8	89.4	88.6	88.2	88.1	88.0	88.3	88.6	88.5	88.5	88.3
78	Road vehicles	101.1	101.3	101.3	101.4	101.5	101.6	101.5	101.7	101.9	101.9	102.3	102.4	102.4
87	**Professional, scientific, and controlling instruments and apparatus**	102.2	102.4	102.3	102.2	102.1	102.3	102.3	102.2	102.3	102.3	102.2	102.1	102.0

44. U.S. import price indexes by Standard International Trade Classification

[2000 = 100]

SITC Rev. 3	Industry	2003							2004					
		June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June
0	**Food and live animals**	99.4	100.2	99.5	100.0	100.3	100.0	101.0	102.2	104.7	105.4	106.4	105.9	105.5
01	Meat and meat preparations	102.9	106.6	108.2	112.8	115.2	117.2	120.4	117.7	118.0	120.4	121.7	125.1	126.5
03	Fish and crustaceans, mollusks, and other aquatic invertebrates	81.3	83.5	82.3	82.2	79.8	79.3	79.2	78.2	80.0	83.3	85.0	83.5	83.9
05	Vegetables, fruit, and nuts, prepared fresh or dry	108.9	106.9	105.5	105.0	106.4	108.9	109.4	112.3	115.7	111.3	109.5	105.5	101.8
07	Coffee, tea, cocoa, spices, and manufactures thereof	94.8	95.3	96.6	98.6	95.5	93.1	96.0	100.1	101.9	101.7	103.3	102.5	108.0
1	**Beverages and tobacco**	103.9	104.1	104.0	104.0	104.3	104.4	104.4	104.7	105.0	105.3	105.3	105.4	105.2
11	Beverages	103.7	104.0	103.9	103.9	104.2	104.2	104.3	104.9	105.2	105.5	105.5	105.7	105.6
2	**Crude materials, inedible, except fuels**	99.5	100.7	100.5	106.1	104.2	104.5	107.9	109.5	114.1	120.0	122.9	127.2	125.4
24	Cork and wood	94.4	100.1	99.3	113.0	106.2	103.2	108.0	108.9	115.7	123.3	127.8	139.0	136.0
25	Pulp and waste paper	95.3	93.6	91.9	90.4	90.8	91.9	92.8	93.3	91.9	95.4	100.8	103.4	106.0
28	Metalliferous ores and metal scrap	99.7	100.3	102.9	103.7	104.3	108.7	115.3	124.2	134.6	148.0	148.2	143.5	140.3
29	Crude animal and vegetable materials, n.e.s.	104.9	99.4	96.8	95.7	95.1	94.8	99.6	98.9	99.5	99.7	99.3	102.1	98.0
3	**Mineral fuels, lubricants, and related products**	101.7	106.0	106.5	101.5	101.3	103.3	108.2	117.3	117.7	120.8	120.8	131.3	130.8
33	Petroleum, petroleum products, and related materials	97.6	103.4	105.6	99.4	100.1	102.3	106.9	114.0	114.5	120.0	120.0	131.2	129.8
34	Gas, natural and manufactured	130.1	121.5	108.8	114.4	106.2	106.6	113.9	138.0	137.1	122.9	123.3	129.5	135.1
5	**Chemicals and related products, n.e.s.**	100.1	100.0	99.2	99.2	100.2	100.8	101.1	103.0	103.4	103.8	103.5	103.4	103.8
52	Inorganic chemicals	106.4	105.4	106.0	105.4	108.8	111.9	114.0	119.3	120.6	120.5	115.9	117.1	119.2
53	Dying, tanning, and coloring materials	98.0	98.0	98.3	97.7	98.1	99.0	99.6	99.9	99.7	99.5	100.6	100.6	100.6
54	Medicinal and pharmaceutical products	102.5	103.1	102.5	101.9	102.3	103.4	103.4	107.2	107.7	108.1	107.7	107.3	107.0
55	Essential oils; polishing and cleaning preparations	99.4	99.0	91.8	91.6	91.2	91.6	91.6	92.7	93.3	93.7	93.5	93.4	93.4
57	Plastics in primary forms	106.1	104.3	103.1	102.7	105.6	105.6	105.5	104.4	105.2	106.9	105.5	106.0	105.1
58	Plastics in nonprimary forms	100.8	101.3	101.4	101.4	101.7	101.7	101.8	102.1	102.4	102.9	102.9	102.7	102.8
59	Chemical materials and products, n.e.s.	92.3	93.3	91.9	91.8	92.3	93.1	93.3	94.3	94.9	95.8	95.5	95.2	95.3
6	**Manufactured goods classified chiefly by materials**	94.4	94.9	95.4	95.7	96.5	97.4	97.8	98.9	101.4	103.6	105.5	106.9	105.8
62	Rubber manufactures, n.e.s.	99.2	98.6	98.5	98.5	98.5	98.6	98.8	99.0	99.2	99.7	99.9	100.0	100.1
64	Paper, paperboard, and articles of paper, pulp, and paperboard	93.5	93.2	94.9	94.5	94.7	94.2	93.7	94.1	94.5	95.0	94.8	95.5	95.4
66	Nonmetallic mineral manufactures, n.e.s.	97.9	97.9	97.8	97.8	97.9	98.1	98.1	98.5	98.9	99.0	99.3	99.4	99.6
68	Nonferrous metals	78.1	78.0	79.1	80.7	82.0	85.1	87.7	92.3	97.0	102.6	105.8	107.3	102.5
69	Manufactures of metals, n.e.s.	98.3	98.2	98.4	98.5	98.7	99.1	99.5	99.7	100.3	101.1	102.3	102.3	102.2
7	**Machinery and transport equipment**	95.8	95.7	95.6	95.5	95.3	95.4	95.3	95.4	95.5	95.5	95.2	95.2	95.3
72	Machinery specialized for particular industries	101.4	102.6	102.5	102.2	102.4	103.3	103.6	104.9	106.4	106.7	106.5	106.7	106.5
74	General industrial machines and parts, n.e.s., and machine parts	100.8	100.8	100.4	100.2	100.4	100.9	101.2	101.8	102.5	103.3	103.4	103.4	103.1
75	Computer equipment and office machines	81.8	80.6	80.6	80.5	78.6	78.5	78.2	78.0	78.0	77.7	76.5	76.4	76.3
76	Telecommunications and sound recording and reproducing apparatus and equipment	89.3	88.7	88.8	88.6	87.7	87.5	86.7	86.4	85.4	85.1	84.9	84.9	84.8
77	Electrical machinery and equipment	95.4	96.1	96.0	96.0	95.9	96.0	95.3	95.4	95.7	95.6	94.9	94.8	94.7
78	Road vehicles	100.7	100.7	100.7	100.6	101.3	101.4	101.6	101.9	101.9	102.0	102.2	102.2	102.5
85	Footwear	100.0	99.9	99.8	99.9	100.0	100.1	100.1	100.5	100.5	100.6	100.6	100.6	100.6
88	Photographic apparatus, equipment, and supplies, and optical goods, n.e.s.	100.0	100.1	99.6	99.2	99.3	99.8	99.9	99.9	100.3	100.0	99.4	99.3	99.0

45. U.S. export price indexes by end-use category

[2000 = 100]

Category	2003							2004					
	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June
ALL COMMODITIES	99.5	99.4	99.4	99.8	100.0	100.5	100.8	101.5	102.2	103.0	103.7	104.1	103.5
Foods, feeds, and beverages	111.3	110.8	109.4	115.3	117.2	121.4	122.4	123.1	125.6	130.5	135.1	136.0	129.7
Agricultural foods, feeds, and beverages	111.2	111.0	109.5	116.3	118.4	122.8	123.8	124.6	127.2	132.4	137.3	138.4	131.5
Nonagricultural (fish, beverages) food products	113.1	109.3	109.5	106.5	105.6	107.5	108.5	109.5	110.7	112.1	113.8	113.4	112.3
Industrial supplies and materials	100.1	99.6	100.0	100.2	101.0	101.7	102.5	105.1	106.4	108.1	109.2	110.3	109.5
Agricultural industrial supplies and materials	104.4	104.7	105.5	107.3	113.3	119.0	117.5	118.6	116.6	117.2	114.9	113.9	111.2
Fuels and lubricants	97.0	97.0	100.4	97.6	97.5	96.4	99.0	106.1	106.5	108.9	110.2	118.3	115.0
Nonagricultural supplies and materials, excluding fuel and building materials	100.7	100.0	100.1	100.5	101.1	101.7	102.5	104.7	106.4	108.1	109.4	109.9	109.5
Selected building materials	96.3	97.5	98.0	98.4	98.8	99.1	99.5	98.7	100.9	102.3	103.2	103.5	102.8
Capital goods	97.6	97.7	97.7	97.5	97.3	97.3	97.5	97.5	97.8	98.0	98.1	98.1	98.1
Electric and electrical generating equipment	101.6	101.8	101.6	101.7	101.7	101.7	101.7	102.0	101.9	102.0	101.5	101.3	101.6
Nonelectrical machinery	94.5	94.6	94.5	94.3	93.9	93.9	94.1	93.9	94.3	94.5	94.6	94.7	94.6
Automotive vehicles, parts, and engines	101.6	101.8	101.8	101.8	101.9	101.9	101.8	101.9	102.0	101.9	102.2	102.3	102.3
Consumer goods, excluding automotive	99.6	99.6	99.4	99.4	99.8	100.0	99.9	100.2	100.1	100.2	100.4	100.4	100.4
Nondurables, manufactured	98.8	98.8	98.7	98.5	99.0	99.4	99.2	99.9	99.9	99.9	100.1	100.1	99.9
Durables, manufactured	100.1	100.2	99.9	100.1	100.3	100.3	100.3	100.1	100.0	100.1	100.5	100.6	100.6
Agricultural commodities	110.0	109.9	108.8	114.7	117.5	122.2	122.7	123.5	125.3	129.7	133.3	134.0	127.8
Nonagricultural commodities	98.7	98.6	98.7	98.6	98.7	98.8	99.1	99.8	100.4	100.9	101.4	101.7	101.6

46. U.S. import price indexes by end-use ca

[2000 = 100]

Category	2004							2004					
	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June
ALL COMMODITIES	96.2	96.7	96.7	96.2	96.3	96.8	97.5	99.0	99.4	100.2	100.4	101.8	101.6
Foods, feeds, and beverages	100.7	101.5	101.3	101.8	101.9	102.4	103.2	103.7	105.3	105.9	107.2	106.8	106.3
Agricultural foods, feeds, and beverages	107.1	107.7	107.6	108.3	109.0	109.7	110.9	112.0	113.4	112.9	114.2	114.1	113.6
Nonagricultural (fish, beverages) food products	86.6	88.0	87.4	87.6	86.3	86.0	86.0	85.1	87.2	90.1	91.6	90.3	89.9
Industrial supplies and materials	98.2	100.2	100.5	98.9	99.5	100.7	103.6	108.5	110.0	112.7	113.8	119.5	118.8
Fuels and lubricants	100.3	103.9	104.2	99.4	100.1	102.0	107.2	116.5	117.0	120.2	120.3	130.7	130.2
Petroleum and petroleum products	96.4	101.4	103.2	97.2	98.8	100.9	106.0	113.7	114.3	120.1	119.6	130.8	129.5
Paper and paper base stocks	94.1	93.6	94.7	94.0	94.0	93.9	93.9	94.1	94.2	95.6	96.8	98.2	98.8
Materials associated with nondurable supplies and materials	103.0	102.9	102.3	102.5	103.4	104.2	104.4	104.7	104.8	105.4	105.1	105.2	105.8
Selected building materials	96.7	101.8	102.7	110.3	109.5	108.1	108.0	106.8	113.7	118.4	120.2	123.6	120.2
Unfinished metals associated with durable goods	92.2	92.2	92.9	93.4	94.4	96.4	99.2	104.5	109.5	114.9	121.4	126.0	123.8
Nonmetals associated with durable goods	98.2	97.9	97.3	97.5	97.7	98.1	98.2	98.5	99.2	99.3	99.2	99.0	99.0
Capital goods	93.8	93.8	93.6	93.5	93.0	93.3	92.9	93.1	93.1	93.1	92.6	92.6	92.5
Electric and electrical generating equipment	96.6	96.8	96.6	95.8	96.2	96.5	96.8	97.4	97.9	97.8	97.2	97.1	97.0
Nonelectrical machinery	92.3	92.3	92.1	92.1	91.4	91.6	91.1	91.2	91.2	91.2	90.5	90.5	90.4
Automotive vehicles, parts, and engines	100.6	100.6	100.6	100.5	101.2	101.2	101.4	101.6	101.7	101.8	102.0	102.0	102.2
Consumer goods, excluding automotive	98.1	98.1	97.9	97.9	97.9	98.1	98.1	98.6	98.7	98.7	98.6	98.5	98.5
Nondurables, manufactured	99.8	99.9	99.8	99.7	99.8	100.0	100.1	101.1	101.2	101.3	101.0	100.9	100.9
Durables, manufactured	96.5	96.3	96.2	96.2	96.1	96.2	96.2	96.3	96.3	96.3	96.3	93.0	96.2
Nonmanufactured consumer goods	95.2	95.7	95.6	95.7	95.8	95.8	96.2	95.9	96.2	96.4	96.4	97.3	96.8

47. U.S. international price indexes for selected categories of services

[2000 = 100, unless indicated otherwise]

Category	2001	2002				2003				2004
	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.
Air freight (inbound)	95.1	93.9	98.3	100.3	105.9	108.8	109.4	112.5	112.9	116.2
Air freight (outbound)	97.8	95.9	98.4	97.3	95.4	97.2	95.4	95.5	94.9	96.2
Inbound air passenger fares (Dec. 2003 = 100)	–	–	–	–	–	–	–	–	100.0	105.1
Outbound air passenger fares (Dec. 2003 = 100))	–	–	–	–	–	–	–	–	100.0	99.3
Ocean liner freight (inbound)	92.8	91.7	90.3	93.5	93.3	94.0	116.1	116.2	117.7	118.9

NOTE: Dash indicates data not available.

48. Indexes of productivity, hourly compensation, and unit costs, quarterly data seasonally adjusted

[1992 = 100]

Item	2001				2002				2003				2004
	I	II	III	IV	I	II	III	IV	I	II	III	IV	I
Business													
Output per hour of all persons	116.8	117.7	118.2	120.4	122.8	123.3	124.7	125.4	126.4	128.6	131.3	131.9	133.5
Compensation per hour	138.2	139.1	140.1	141.5	121.8	142.6	143.1	143.8	145.5	147.4	148.9	150.3	152.4
Real compensation per hour	112.5	112.4	112.9	114.2	114.1	113.7	113.5	113.5	113.8	115.1	115.6	116.4	117.1
Unit labor costs	118.2	118.2	118.6	117.6	115.5	115.7	114.7	114.7	115.1	114.6	113.4	113.9	114.2
Unit nonlabor payments	107.1	109.6	109.5	112.0	115.0	115.8	117.9	119.3	120.0	121.5	124.6	124.8	125.9
Implicit price deflator	114.1	115.0	115.2	115.5	115.3	115.7	115.9	116.5	116.9	117.2	117.6	118.0	118.6
Nonfarm business													
Output per hour of all persons	116.4	117.3	117.8	119.8	122.6	122.8	124.2	124.9	126.0	127.9	130.8	131.6	132.8
Compensation per hour	137.5	138.3	139.3	140.7	141.1	141.9	142.4	143.2	144.6	146.3	148.0	149.5	151.2
Real compensation per hour	111.9	111.7	112.3	113.5	113.5	113.2	112.9	113.0	113.1	114.2	114.9	115.9	116.1
Unit labor costs	118.1	117.9	118.3	117.5	115.1	115.6	114.6	114.6	114.8	114.4	112.8	113.6	113.9
Unit nonlabor payments	108.6	111.2	111.0	113.4	116.9	117.6	119.9	121.3	122.2	123.4	126.5	126.1	127.4
Implicit price deflator	114.6	115.5	115.6	116.0	115.8	116.3	116.6	117.1	117.5	117.7	118.1	118.2	118.9
Nonfinancial corporations													
Output per hour of all employees	121.3	121.9	122.7	125.0	126.4	128.3	129.8	131.4	132.2	135.3	138.4	139.8	140.6
Compensation per hour	135.0	136.2	137.7	139.0	138.1	139.6	140.6	142.0	143.3	145.3	147.1	148.5	150.3
Real compensation per hour	109.9	110.1	111.0	112.1	111.1	111.3	111.6	112.1	112.1	113.5	114.1	115.0	115.4
Total unit costs	110.5	111.3	112.0	111.3	111.0	109.6	109.2	109.0	109.0	107.6	106.6	106.5	107.1
Unit labor costs	111.3	111.8	112.2	111.2	109.3	108.8	108.3	108.1	108.4	107.4	106.3	106.2	106.9
Unit nonlabor costs	108.2	109.8	111.3	111.4	111.9	111.5	111.5	111.3	110.7	108.0	107.4	107.5	107.8
Unit profits	90.9	91.2	87.2	96.4	105.3	112.3	111.8	116.2	114.0	130.7	143.4	147.4	147.1
Unit nonlabor payments	103.6	104.8	104.9	107.4	110.1	111.7	111.6	112.6	111.6	114.1	117.0	118.2	118.3
Implicit price deflator	108.7	109.5	109.8	109.9	109.5	109.8	109.4	109.6	109.5	109.6	109.9	110.2	110.7
Manufacturing													
Output per hour of all persons	135.0	136.0	137.3	140.5	144.0	146.3	148.5	149.5	151.4	152.6	156.4	158.2	159.3
Compensation per hour	138.6	137.4	137.5	139.7	141.1	143.3	144.6	146.5	149.0	151.2	153.2	155.8	158.1
Real compensation per hour	112.9	111.0	110.8	112.7	113.5	114.3	114.7	115.7	116.5	118.0	118.8	119.6	121.4
Unit labor costs	102.7	101.0	100.1	99.4	98.0	97.9	97.4	98.0	98.4	99.0	98.0	98.5	99.2

49. Annual indexes of multifactor productivity and related measures, selected years

[1996 = 100]

Item	1980	1990	1991	1992	1993	1994	1995	1997	1998	1999	2000	2001
Private business												
Productivity:												
Output per hour of all persons	75.8	90.2	91.3	94.8	95.4	96.6	97.3	102.2	105.0	107.7	111.0	112.4
Output per unit of capital services	103.3	99.7	96.5	98.0	98.7	100.4	99.8	100.3	99.3	98.2	96.6	92.8
Multifactor productivity	88.8	95.5	94.5	96.7	97.1	98.2	98.4	101.2	102.5	103.4	105.0	103.9
Output	59.4	83.6	82.6	85.7	88.5	92.8	95.8	105.2	110.5	115.7	120.4	120.2
Inputs:												
Labor input	71.9	89.4	88.3	89.3	91.8	95.6	98.0	103.5	106.1	109.0	110.1	109.5
Capital services	57.6	83.8	85.7	87.5	89.7	92.5	96.0	104.9	111.3	117.9	124.5	129.6
Combined units of labor and capital input	67.0	87.5	87.4	88.7	91.1	94.6	97.3	104.0	107.9	110.9	114.7	115.7
Capital per hour of all persons	73.4	90.4	94.6	96.8	96.6	96.2	97.5	101.9	105.8	109.7	114.8	121.1
Private nonfarm business												
Productivity:												
Output per hour of all persons	77.3	90.3	91.4	94.8	95.3	96.5	97.5	102.0	104.7	107.1	110.3	111.6
Output per unit of capital services	107.6	100.4	97.0	98.2	99.0	100.4	100.0	100.0	99.0	97.6	95.9	92.0
Multifactor productivity	91.0	95.8	94.8	96.7	97.2	98.2	98.6	101.0	102.2	102.9	104.4	103.3
Output	59.6	83.5	82.5	85.5	88.4	92.6	95.8	105.1	110.5	115.7	120.2	120.1
Inputs:												
Labor input	70.7	89.2	87.9	89.0	91.8	95.4	97.8	103.6	106.4	109.5	110.6	110.1
Capital services	55.4	83.2	85.1	87.0	89.4	92.2	95.8	105.1	111.7	118.5	125.4	130.5
Combined units of labor and capital input	65.5	87.2	87.0	88.4	91.0	94.3	97.2	104.1	108.1	112.4	115.2	116.3
Capital per hour of all persons	71.8	89.9	94.3	96.5	96.3	96.1	97.6	101.9	105.8	109.7	115.0	121.3
Manufacturing												
Productivity:												
Output per hour of all persons	62.0	82.2	84.1	88.6	90.2	93.0	96.5	103.8	108.9	114.0	118.3	119.7
Output per unit of capital services	97.2	97.5	93.6	95.9	96.9	99.7	100.6	101.4	101.7	101.7	101.0	95.1
Multifactor productivity	81.2	93.3	92.4	94.0	95.1	97.3	99.2	103.1	105.7	108.7	111.3	110.3
Output	64.3	83.2	81.5	85.5	88.3	92.9	96.9	105.6	110.5	114.7	117.4	112.1
Inputs:												
Hours of all persons	103.7	101.1	96.9	96.5	97.8	99.9	100.4	101.7	101.5	100.7	99.2	99.6
Capital services	66.1	85.3	87.1	89.1	91.1	93.2	96.4	104.1	108.7	112.8	116.2	117.9
Energy	86.1	93.1	93.2	93.1	96.6	99.9	102.3	97.5	100.6	102.9	104.3	98.9
Nonenergy materials	63.9	77.5	78.5	83.5	86.5	90.3	93.1	101.9	107.5	107.9	106.9	105.5
Purchased business services	65.8	84.7	84.6	92.0	92.9	96.0	100.4	103.9	103.1	105.4	106.5	97.7
Combined units of all factor inputs	79.2	89.1	88.3	90.9	92.8	95.5	97.7	102.4	104.6	105.5	105.5	101.6

50. Annual indexes of productivity, hourly compensation, unit costs, and prices, selected years

[1992 = 100]

Item	1960	1970	1980	1990	1995	1996	1997	1998	1999	2000	2001	2002	2003
Business													
Output per hour of all persons	48.7	66.0	79.0	94.4	101.7	104.5	106.5	109.3	112.4	115.7	118.3	124.0	129.6
Compensation per hour	13.8	23.5	54.0	90.5	106.0	109.5	113.0	119.7	125.4	134.2	139.7	147.8	147.9
Real compensation per hour	60.5	78.4	88.9	96.1	98.9	99.5	100.5	105.0	107.8	111.6	113.0	113.7	115.1
Unit labor costs	28.4	35.6	68.4	95.9	104.3	104.8	106.1	109.5	111.6	116.0	118.1	115.2	114.1
Unit nonlabor payments	24.9	31.5	61.3	93.9	108.2	111.9	113.9	109.9	109.2	107.2	109.5	117.0	123.0
Implicit price deflator	27.1	34.1	65.8	95.1	105.7	107.4	109.0	109.7	110.7	112.7	114.9	115.8	117.4
Nonfarm business													
Output per hour of all persons	51.6	67.7	80.3	94.4	102.1	104.7	106.4	109.2	112.2	115.3	117.8	123.6	129.1
Compensation per hour	14.4	23.6	54.2	90.3	106.0	109.4	112.8	119.4	124.9	133.7	138.9	142.1	147.0
Real compensation per hour	63.0	78.8	89.2	95.9	98.9	99.4	100.3	104.7	107.3	111.2	112.4	113.2	114.4
Unit labor costs	27.9	34.9	67.5	95.6	103.8	104.5	106.0	109.3	111.3	116.0	118.0	115.0	113.9
Unit nonlabor payments	24.3	31.1	60.4	93.6	109.2	112.1	114.6	110.9	110.8	108.8	111.1	119.0	124.8
Implicit price deflator	26.6	33.5	64.9	94.9	105.8	107.3	109.1	109.9	111.1	113.3	115.4	116.4	117.9
Nonfinancial corporations													
Output per hour of all employees	56.6	70.4	81.0	95.5	103.4	107.1	109.8	112.8	116.4	120.6	122.7	128.9	136.3
Compensation per hour	16.1	25.6	57.0	91.0	105.4	108.4	111.7	117.9	123.3	131.7	137.0	140.1	145.9
Real compensation per hour	70.3	85.3	93.8	96.7	98.3	98.5	99.3	103.4	105.9	109.5	110.8	111.5	113.5
Total unit costs	26.9	35.1	68.8	95.4	101.8	100.9	101.2	103.2	104.6	108.0	111.2	109.4	107.4
Unit labor costs	28.4	36.3	70.4	95.3	102.0	101.2	101.7	104.5	106.0	109.2	111.6	108.6	107.0
Unit nonlabor costs	23.0	31.7	64.5	97.1	101.3	99.9	99.8	99.9	101.0	104.8	110.2	111.5	108.4
Unit profits	49.5	43.7	66.5	96.7	136.9	149.9	154.4	137.5	129.8	109.3	91.4	111.4	134.2
Unit nonlabor payments	30.1	34.9	65.1	97.0	110.8	113.3	114.4	109.9	108.7	106.1	105.2	111.5	115.3
Implicit price deflator	28.9	35.9	68.6	95.9	104.9	105.3	105.9	106.3	106.9	108.1	109.5	109.6	109.8
Manufacturing													
Output per hour of all persons	41.8	54.2	70.1	92.9	110.1	113.9	117.9	123.5	128.2	134.2	137.1	147.1	154.6
Compensation per hour	14.9	23.7	55.6	90.1	107.7	109.9	112.0	118.8	123.8	135.0	138.3	143. 8	151.9
Real compensation per hour	65.0	79.2	91.4	95.7	100.5	99.8	99.7	104.2	106.3	112.3	111.8	114.5	118.2
Unit labor costs	35.6	43.8	79.3	97.0	97.8	96.5	95.0	96.2	96.6	100.6	100.8	97.8	98.2
Unit nonlabor payments	26.8	29.3	80.2	101.1	107.6	110.4	110.5	104.1	105.0	107.0	105.8	–	–
Implicit price deflator	30.2	35.0	79.9	99.5	103.9	105.2	104.6	101.1	101.8	104.6	103.9	–	–

Dash indicates data not available.

51. Annual indexes of output per hour for selected NAICS industries, 1990-2002

[1997=100]

NAICS	Industry	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
	Mining													
21	Mining	86.0	86.8	95.2	96.2	99.6	101.8	101.7	100.0	103.4	111.1	109.5	107.7	112.3
211	Oil and gas extraction	78.4	78.8	81.9	85.1	90.3	95.5	98.9	100.0	101.6	107.9	115.2	117.4	119.3
212	Mining, except oil and gas	79.3	80.0	86.8	89.9	93.0	94.0	96.0	100.0	104.6	105.9	106.8	109.0	111.7
2121	Coal mining	68.1	69.3	75.3	79.9	83.9	88.2	94.9	100.0	106.5	110.3	115.8	114.4	112.2
2122	Metal ore mining	79.9	82.7	91.7	102.2	104.1	98.5	95.3	100.0	109.5	112.7	124.4	131.8	143.9
2123	Nonmetallic mineral mining and quarrying	92.3	89.5	96.1	93.6	96.9	97.3	97.1	100.0	101.3	101.2	96.2	99.3	103.8
	Utilities													
2211	Power generation and supply	71.2	73.8	74.2	78.7	83.0	88.6	95.5	100.0	103.8	104.1	107.0	106.4	102.4
2212	Natural gas distribution	71.4	72.7	75.8	79.8	82.1	89.0	96.1	100.0	99.1	103.1	113.1	110.0	114.9
	Manufacturing													
3111	Animal food	90.1	89.3	90.2	90.2	87.3	94.0	87.5	100.0	109.4	109.5	109.7	127.2	–
3112	Grain and oilseed milling	89.0	91.2	91.1	93.8	94.7	99.1	91.3	100.0	107.5	114.2	112.5	117.3	–
3113	Sugar and confectionery products	91.0	93.8	90.5	92.5	94.0	94.3	98.2	100.0	104.0	107.1	111.9	109.9	–
3114	Fruit and vegetable preserving and specialty	86.4	89.7	90.7	93.8	94.9	97.1	98.2	100.0	106.8	108.4	109.8	117.0	–
3115	Dairy products	90.8	92.1	95.4	93.9	95.4	98.7	98.0	100.0	99.1	94.5	96.0	96.2	–
3116	Animal slaughtering and processing	94.5	96.8	101.5	100.9	97.4	98.5	94.3	100.0	99.9	100.3	101.9	102.7	–
3117	Seafood product preparation and packaging	117.5	112.0	115.3	113.9	114.1	108.4	116.2	100.0	117.0	130.2	137.6	147.3	–
3118	Bakeries and tortilla manufacturing	92.6	92.3	95.6	96.0	96.7	99.7	97.7	100.0	103.8	105.4	105.3	106.3	–
3119	Other food products	91.9	93.5	95.9	102.8	100.3	101.3	103.0	100.0	106.9	108.8	110.2	103.2	–
3121	Beverages	86.5	90.1	93.8	93.2	97.7	99.6	101.1	100.0	98.5	92.4	90.6	91.7	–
3122	Tobacco and tobacco products	81.4	77.3	79.6	73.7	89.8	97.5	99.4	100.0	98.1	92.1	98.0	100.0	–
3131	Fiber, yarn, and thread mills	73.9	74.7	80.1	84.6	87.2	92.0	98.7	100.0	102.2	104.6	102.6	110.5	–
3132	Fabric mills	75.0	77.7	81.5	85.0	91.9	95.8	98.0	100.0	103.9	109.8	110.2	109.1	–
3133	Textile and fabric finishing mills	81.7	80.4	83.7	86.0	87.8	84.5	85.0	100.0	100.6	101.7	104.0	109.7	–
3141	Textile furnishings mills	88.2	88.6	93.0	93.7	90.1	92.5	93.3	100.0	99.9	101.2	106.8	106.9	–
3149	Other textile product millsv	91.1	90.0	92.0	90.3	94.5	95.9	96.3	100.0	97.0	110.4	110.4	105.0	–
3151	Apparel knitting mills	85.6	88.7	93.2	102.5	104.3	109.5	121.9	100.0	96.6	102.0	110.2	108.4	–
3152	Cut and sew apparel	70.1	72.0	73.1	76.6	80.5	85.5	90.5	100.0	104.0	118.8	127.7	131.7	–
3159	Accessories and other apparel	100.9	97.3	98.7	99.0	104.6	112.4	112.6	100.0	110.8	103.3	104.9	114.8	–
3161	Leather and hide tanning and finishing	60.8	56.6	76.7	83.1	75.9	78.6	91.5	100.0	98.0	101.6	110.0	109.7	–
3162	Footwear	77.1	74.7	83.1	81.7	90.4	95.6	103.4	100.0	100.9	116.8	124.1	142.7	–
3169	Other leather products	102.5	100.2	97.0	94.3	80.0	73.2	79.7	100.0	109.2	100.4	107.6	114.1	–
3211	Sawmills and wood preservation	79.2	81.6	86.1	82.6	85.1	91.0	96.2	100.0	100.8	105.4	106.5	109.0	–
3212	Plywood and engineered wood products	102.3	107.4	114.7	108.9	105.8	101.8	101.2	100.0	105.6	99.9	100.5	105.0	–
3219	Other wood products	105.4	104.7	104.0	103.0	99.3	100.4	100.8	100.0	101.5	105.4	104.0	104.6	–
3221	Pulp, paper, and paperboard mills	88.5	88.1	92.3	92.9	97.6	102.0	97.6	100.0	103.1	111.4	115.7	117.5	–
3222	Converted paper products	90.5	93.5	93.7	96.3	97.6	97.2	98.3	100.0	102.7	101.5	101.9	101.0	–
3231	Printing and related support activities	96.6	95.4	101.3	100.1	98.3	98.8	99.6	100.0	100.5	103.5	104.9	105.6	–
3241	Petroleum and coal products	76.7	75.8	78.9	84.5	85.6	90.1	94.8	100.0	102.1	107.8	113.2	112.2	–
3251	Basic chemicals	91.4	90.1	89.4	89.9	95.1	92.3	90.0	100.0	102.5	114.7	118.4	111.0	–
3252	Resin, rubber, and artificial fibers	75.8	74.7	80.6	83.8	93.5	95.9	93.3	100.0	105.5	108.8	108.1	103.8	–
3253	Agricultural chemicals	84.6	81.0	81.3	85.6	87.4	90.7	92.1	100.0	98.8	87.6	91.4	91.1	–
3254	Pharmaceuticals and medicines	91.4	92.6	88.2	88.1	92.4	96.3	99.9	100.0	92.9	94.6	93.4	97.4	–
3255	Paints, coatings, and adhesives	85.1	85.9	87.6	90.9	94.1	92.7	98.3	100.0	99.1	98.8	98.5	102.1	–
3256	Soap, cleaning compounds, and toiletries	83.2	84.2	83.4	86.9	88.6	93.9	95.6	100.0	96.6	91.1	99.2	102.7	–
3259	Other chemical products and preparations	76.6	78.0	84.7	90.6	92.6	94.4	94.2	100.0	99.4	109.2	120.0	111.3	–
3261	Plastics products	84.7	86.3	90.3	91.9	94.4	94.5	97.0	100.0	103.5	109.3	111.2	113.3	–
3262	Rubber products	83.0	83.8	84.9	90.4	90.3	92.8	94.4	100.0	100.5	101.4	103.9	104.2	–
3271	Clay products and refractories	89.2	87.5	91.5	91.9	96.6	97.4	102.6	100.0	101.3	103.5	103.6	97.6	–
3272	Glass and glass products	80.0	79.1	84.3	86.1	87.5	88.8	96.5	100.0	102.7	108.6	109.7	105.2	–
3273	Cement and concrete products	94.8	93.7	94.8	96.5	95.0	98.2	100.6	100.0	103.5	104.1	100.4	97.1	–
3274	Lime and gypsum products	84.1	82.7	88.5	90.1	87.8	88.8	92.4	100.0	113.1	102.7	97.0	100.1	–
3279	Other nonmetallic mineral products	79.8	81.4	90.2	89.3	90.5	91.7	96.5	100.0	98.8	95.5	95.6	96.8	–
3311	Iron and steel mills and ferroalloy production	69.6	67.2	74.1	81.7	87.2	89.7	94.1	100.0	101.7	106.5	108.5	106.7	–
3312	Steel products from purchased steel	83.8	86.4	89.9	95.9	100.0	100.5	100.5	100.0	100.3	94.2	96.4	97.1	–
3313	Alumina and aluminum production	91.9	93.3	96.8	96.0	100.3	96.8	95.9	100.0	101.1	104.3	97.8	96.9	–
3314	Other nonferrous metal production	95.6	95.8	98.8	101.8	105.1	102.9	105.7	100.0	111.2	108.9	103.1	100.5	–
3315	Foundries	85.3	84.5	85.8	89.8	91.4	93.1	96.2	100.0	101.6	104.9	104.0	109.3	–
3321	Forging and stamping	88.6	86.5	91.7	94.6	93.7	94.2	97.6	100.0	103.7	110.9	121.3	121.8	–
3322	Cutlery and hand tools	85.1	85.4	87.2	91.7	94.4	97.8	104.4	100.0	100.0	107.8	105.8	110.2	–
3323	Architectural and structural metals	87.8	89.1	92.5	93.4	95.1	93.9	94.2	100.0	101.1	101.8	101.0	100.7	–
3324	Boilers, tanks, and shipping containers	90.4	92.6	95.3	94.8	100.5	97.8	100.7	100.0	101.3	98.9	97.7	98.2	–
3325	Hardware	84.4	83.8	86.9	89.6	95.7	97.3	102.6	100.0	101.0	106.5	115.8	114.6	–
3326	Spring and wire products	85.2	88.4	90.9	95.3	91.5	99.5	102.8	100.0	111.6	112.9	114.6	110.6	–
3327	Machine shops and threaded products	78.8	79.8	87.2	86.9	91.6	98.7	100.0	100.0	99.3	103.9	107.2	107.2	–

51. Continued—Annual indexes of output per hour for selected NAICS industries, 1990-2002

[1997=100]

NAICS	Industry	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
3328	Coating, engraving, and heat treating metals	81.6	78.1	86.9	91.9	96.5	102.8	102.9	100.0	101.7	101.5	105.9	105.1	-
3329	Other fabricated metal products	86.7	85.9	90.6	92.1	95.0	97.1	98.9	100.0	102.3	100.2	100.8	98.2	-
3331	Agriculture, construction, and mining machinery	82.8	77.2	79.6	84.1	91.0	95.6	95.9	100.0	104.2	95.0	101.0	99.5	-
3332	Industrial machinery	80.6	81.1	79.5	84.9	90.0	97.9	98.8	100.0	94.4	105.2	129.7	104.6	-
3333	Commercial and service industry machinery	91.4	89.6	96.5	101.7	101.2	103.0	106.3	100.0	107.5	111.2	101.4	94.4	-
3334	HVAC and commercial refrigeration equipment	88.8	88.2	90.8	93.8	97.3	96.6	97.8	100.0	106.6	110.4	108.3	110.8	-
3335	Metalworking machinery	85.3	82.3	89.3	89.3	94.0	99.1	98.1	100.0	99.1	100.5	106.4	102.0	-
3336	Turbine and power transmission equipment	85.1	84.6	81.2	84.8	93.3	92.1	97.9	100.0	106.4	113.3	117.1	130.2	-
3339	Other general purpose machinery	85.9	85.2	85.1	89.8	91.5	94.6	95.1	100.0	103.2	105.6	113.0	109.4	-
3341	Computer and peripheral equipment	14.3	15.8	20.6	27.9	35.9	51.3	72.6	100.0	138.6	190.3	225.4	237.0	-
3342	Communications equipment	47.3	49.3	59.3	62.1	70.1	74.6	84.3	100.0	102.7	134.0	165.5	155.2	-
3343	Audio and video equipment	75.5	82.8	92.1	98.8	108.5	140.0	104.7	100.0	103.1	116.2	123.3	126.3	-
3344	Semiconductors and electronic components	21.4	24.5	29.6	34.1	43.1	63.4	81.8	100.0	125.2	174.5	233.3	231.6	-
3345	Electronic instruments	76.0	80.5	83.1	85.8	88.8	96.8	97.7	100.0	101.3	105.1	114.3	116.1	-
3346	Magnetic media manufacturing and reproduction	86.6	91.2	93.0	96.8	106.1	106.7	103.8	100.0	105.4	106.8	104.0	98.6	-
3351	Electric lighting equipment	87.3	88.5	93.6	90.8	94.5	92.2	95.6	100.0	103.8	102.5	101.9	105.4	-
3352	Household appliances	76.4	76.4	82.4	88.9	95.0	92.7	93.1	100.0	105.1	104.3	117.5	122.6	-
3353	Electrical equipment	73.6	72.7	78.9	85.8	89.0	98.1	100.2	100.0	99.8	98.9	100.6	101.0	-
3359	Other electrical equipment and components	75.3	74.2	81.6	86.8	89.4	92.0	96.0	100.0	105.5	114.8	120.5	113.5	-
3361	Motor vehicles	86.0	82.4	91.2	89.8	90.3	88.6	91.0	100.0	113.3	123.3	110.4	108.7	-
3362	Motor vehicle bodies and trailers	75.8	71.8	88.3	96.3	97.7	97.3	98.4	100.0	102.7	103.1	98.4	99.4	-
3363	Motor vehicle parts	75.7	74.5	82.4	88.5	91.8	92.3	93.1	100.0	104.8	110.4	112.7	114.8	-
3364	Aerospace products and parts	87.7	92.1	94.1	98.2	93.8	93.7	98.1	100.0	118.5	118.0	101.0	114.7	-
3365	Railroad rolling stock	77.2	80.0	81.1	82.3	83.1	82.0	80.9	100.0	102.9	116.0	117.7	124.7	-
3366	Ship and boat building	99.6	92.6	98.5	101.3	99.0	93.1	94.1	100.0	100.3	112.2	120.1	119.8	-
3369	Other transportation equipment	62.6	62.0	88.4	99.8	93.4	93.1	99.8	100.0	110.8	113.3	130.9	146.9	-
3371	Household and institutional furniture	87.6	88.2	92.9	93.8	94.1	97.1	99.5	100.0	102.7	103.7	102.5	106.1	-
3372	Office furniture and fixtures	80.8	78.8	86.2	87.9	83.4	84.3	85.6	100.0	100.1	98.5	100.2	97.1	-
3379	Other furniture-related products	88.1	88.6	88.4	90.5	93.6	94.5	96.7	100.0	107.2	102.5	100.1	105.3	-
3391	Medical equipment and supplies	81.2	83.1	88.1	91.1	90.8	95.0	100.0	100.0	108.9	109.6	114.2	119.0	-
3399	Other miscellaneous manufacturing	90.1	90.6	90.0	92.3	93.0	96.0	99.6	100.0	101.9	105.2	112.9	110.9	-
	Wholesale trade													
42	Wholesale trade	77.8	79.1	86.2	89.5	91.3	93.3	96.2	100.0	104.4	110.9	114.1	117.1	123.6
423	Durable goods	65.7	66.1	75.0	80.5	84.5	88.9	94.0	100.0	105.6	115.3	119.6	120.3	127.7
4231	Motor vehicles and parts	76.6	73.3	82.2	88.0	94.1	93.6	94.9	100.0	104.7	119.8	114.0	114.1	121.7
4232	Furniture and furnishings	82.4	87.2	92.0	95.8	93.3	96.8	97.0	100.0	97.5	100.8	105.5	105.4	101.8
4233	Lumber and construction supplies	115.0	113.2	119.6	113.9	111.9	103.6	103.0	100.0	102.9	104.8	101.7	108.6	119.2
4234	Commercial equipment	33.8	37.3	48.2	56.2	60.5	74.7	88.4	100.0	118.2	141.1	148.9	164.9	189.4
4235	Metals and minerals	101.6	102.6	109.1	111.7	110.1	101.2	102.7	100.0	102.4	96.0	99.2	102.2	102.2
4236	Electric goods	46.8	47.6	51.4	59.1	68.2	79.3	87.8	100.0	105.9	126.2	151.7	148.1	161.2
4237	Hardware and plumbing	88.8	86.5	95.6	94.3	101.3	98.0	99.1	100.0	103.5	107.8	111.1	102.6	107.9
4238	Machinery and supplies	78.9	74.2	79.7	84.3	85.4	89.7	93.9	100.0	104.2	101.4	104.1	102.7	100.2
4239	Miscellaneous durable goods	89.5	96.6	112.1	113.2	106.1	99.2	101.0	100.0	101.8	112.6	116.7	116.1	125.5
424	Nondurable goods	98.4	99.8	103.2	103.0	101.8	99.7	99.2	100.0	102.8	104.1	103.5	106.9	112.6
4241	Paper and paper products	81.0	85.5	96.5	97.2	101.5	99.0	96.5	100.0	100.4	105.5	105.5	109.0	120.2
4242	Druggists' goods	81.8	86.6	91.8	89.3	92.8	95.4	98.3	100.0	99.6	101.7	96.8	101.2	116.0
4243	Apparel and piece goods	103.9	103.3	100.1	97.7	103.8	92.2	99.0	100.0	104.1	103.5	102.7	102.4	111.5
4244	Grocery and related products	96.4	98.2	103.6	105.1	103.3	103.0	99.8	100.0	101.9	103.6	105.2	109.4	111.8
4245	Farm product raw materials	80.6	85.9	85.9	84.0	80.4	87.7	90.6	100.0	100.4	114.2	119.0	120.0	135.4
4246	Chemicals	107.3	106.6	112.5	110.0	110.5	102.1	100.0	100.0	99.3	98.0	95.8	93.6	96.9
4247	Petroleum	97.3	107.0	118.3	119.1	115.8	108.7	105.9	100.0	115.0	112.0	112.5	116.5	126.0
4248	Alcoholic beverages	109.4	111.2	107.4	105.6	105.9	102.5	104.5	100.0	109.7	110.1	111.0	111.6	117.3
4249	Miscellaneous nondurable goods	107.3	98.2	93.9	97.5	94.8	96.2	98.7	100.0	101.7	99.6	106.2	104.2	97.0
425	Electronic markets and agents and brokers	70.7	73.6	81.5	85.9	88.0	91.1	95.7	100.0	104.6	114.4	124.1	131.3	132.6
42511	Business to business electronic markets	70.4	72.6	80.3	84.8	88.3	90.5	95.3	100.0	103.5	121.7	141.3	169.4	205.0
42512	Wholesale trade agents and brokers	70.8	74.0	82.3	86.8	88.4	91.8	96.1	100.0	104.8	110.5	115.7	114.2	109.3
	Retail trade													
44-45	Retail trade	83.2	83.3	86.8	89.4	92.8	94.7	97.7	100.0	104.3	110.3	114.2	117.4	122.7
441	Motor vehicle and parts dealers	89.7	88.3	92.6	94.0	96.9	97.0	98.8	100.0	102.7	106.4	107.2	110.0	109.7
4411	Automobile dealers	92.1	90.8	94.8	96.0	98.0	97.2	98.9	100.0	102.7	106.4	106.6	109.1	106.0
4412	Other motor vehicle dealers	69.0	71.7	78.3	84.1	90.2	91.0	97.7	100.0	105.9	113.0	108.6	112.6	116.4
4413	Auto parts, accessories, and tire stores	85.0	84.0	89.1	90.6	95.4	97.9	98.3	100.0	105.7	110.0	112.0	109.3	115.8
442	Furniture and home furnishings stores	80.7	81.1	88.1	88.3	90.4	94.1	99.4	100.0	101.7	109.6	115.7	118.5	125.1
4421	Furniture stores	82.1	83.5	89.0	89.0	88.9	92.5	97.8	100.0	102.1	108.2	114.8	121.1	128.6
4422	Home furnishings stores	78.5	77.6	86.8	87.2	92.1	95.9	101.3	100.0	101.3	111.4	116.8	115.6	121.4
443	Electronics and appliance stores	46.0	49.2	56.9	65.5	77.6	89.2	95.0	100.0	122.9	152.2	177.7	199.1	240.0
444	Building material and garden supply stores	81.8	80.2	84.0	88.0	93.7	93.7	97.5	100.0	106.7	112.3	113.1	115.8	119.9

51. Continued - Annual indexes of output per hour for selected NAICS industries, 1990-2002

[1997=100]

NAICS	Industry	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
4441	Building material and supplies dealers	83.2	80.7	84.7	89.1	94.8	94.8	97.6	100.0	107.6	113.7	113.8	115.3	119.8
4442	Lawn and garden equipment and supplies stores	74.5	77.5	80.2	81.5	86.9	87.0	97.1	100.0	101.2	103.5	108.2	119.4	121.2
445	Food and beverage stores	107.1	106.6	106.9	105.4	104.3	102.5	100.3	100.0	99.9	103.7	105.1	107.6	110.3
4451	Grocery stores	106.5	106.6	106.7	105.9	104.9	103.0	100.8	100.0	100.3	104.3	104.9	107.5	110.3
4452	Specialty food stores	122.9	115.0	111.4	107.6	104.5	101.1	95.5	100.0	95.0	99.6	105.6	110.8	114.2
4453	Beer, wine and liquor stores	100.1	100.2	101.0	94.4	92.9	96.2	103.1	100.0	105.8	99.8	111.1	110.4	111.8
446	Health and personal care stores	92.0	91.6	90.7	91.9	91.8	93.0	95.7	100.0	104.1	106.9	111.4	112.7	118.8
447	Gasoline stations	84.8	85.7	88.5	92.8	96.8	99.7	99.4	100.0	105.6	110.6	106.5	109.8	117.5
448	Clothing and clothing accessories stores	69.5	70.5	75.3	78.9	83.3	91.2	97.9	100.0	105.4	112.8	120.3	123.5	129.0
4481	Clothing stores	68.9	71.4	77.1	79.2	81.9	90.1	97.1	100.0	106.7	113.3	120.9	125.2	132.7
4482	Shoe stores	73.7	73.1	78.2	79.2	88.3	93.7	102.4	100.0	97.8	104.9	109.6	115.8	120.0
4483	Jewelry, luggage, and leather goods stores	68.6	64.5	65.0	77.1	85.0	94.1	97.3	100.0	107.0	118.3	128.0	122.5	121.5
451	Sporting goods, hobby, book, and music stores	80.8	85.6	83.8	84.0	87.2	93.0	94.7	100.0	108.7	114.9	121.1	125.4	132.9
4511	Sporting goods and musical instrument stores	77.1	82.8	79.8	80.6	83.9	92.3	92.5	100.0	112.9	120.4	128.3	130.4	137.9
4512	Book, periodical, and music stores	89.0	91.8	92.5	91.6	94.5	94.5	99.3	100.0	101.0	104.7	108.0	116.0	123.8
452	General merchandise stores	75.3	79.0	83.0	88.5	90.6	92.2	96.9	100.0	105.0	113.1	119.9	124.2	130.5
4521	Department stores	84.0	88.3	91.6	95.0	95.1	94.7	98.4	100.0	100.6	104.5	106.3	104.0	104.7
4529	Other general merchandise stores	61.4	64.8	69.7	77.8	82.6	87.6	94.3	100.0	113.4	129.8	145.9	162.1	177.5
453	Miscellaneous store retailers	70.6	68.0	74.2	79.1	87.0	89.5	95.0	100.0	108.3	109.8	111.3	108.4	115.6
4531	Florists	75.1	75.9	85.1	91.4	85.4	83.5	96.1	100.0	101.2	117.3	116.0	108.6	120.7
4532	Office supplies, stationery and gift stores	64.6	66.3	71.5	75.8	87.5	90.9	91.8	100.0	113.0	118.0	124.1	125.1	140.3
4533	Used merchandise stores	84.9	83.1	89.7	88.9	87.3	90.2	97.4	100.0	113.5	109.8	115.7	115.0	121.4
4539	Other miscellaneous store retailers	79.6	69.2	74.7	80.5	89.7	90.5	98.0	100.0	105.0	101.6	99.6	93.2	92.8
454	Nonstore retailers	54.4	55.0	63.4	66.7	73.8	80.9	91.6	100.0	111.3	125.4	142.8	146.9	169.6
4541	Electronic shopping and mail-order houses	43.5	46.7	50.6	58.3	62.9	71.9	84.4	100.0	118.2	141.5	159.8	177.5	209.8
4542	Vending machine operators	97.1	95.4	95.1	92.8	94.1	89.3	96.9	100.0	114.1	118.1	127.1	110.4	113.3
4543	Direct selling establishments	70.0	67.6	82.1	79.7	89.2	94.7	102.2	100.0	96.2	96.3	104.3	98.7	110.2
	Transportation and warehousing													
481	Air transportation	77.5	78.2	81.4	84.7	90.8	95.3	98.8	100.0	97.6	98.2	98.2	91.9	103.2
482111	Line-haul railroads	69.8	75.3	82.3	85.7	88.6	92.0	98.4	100.0	102.1	105.5	114.3	121.9	131.9
48412	General freight trucking, long-distance	88.5	92.4	97.5	95.6	98.1	95.4	95.7	100.0	99.1	102.0	105.5	104.2	109.4
491	U.S. Postal service	96.1	95.8	96.5	99.0	98.5	98.3	96.7	100.0	101.4	102.4	104.9	106.1	107.0
	Information													
5111	Newspaper, book, and directory publishers	97.4	96.1	95.8	95.3	93.0	93.5	92.7	100.0	104.5	108.5	110.1	106.4	108.1
5112	Software publishers	28.6	30.6	42.7	51.7	64.6	73.0	88.0	100.0	115.9	113.0	103.9	101.9	106.7
51213	Motion picture and video exhibition	109.4	108.9	104.1	104.6	103.4	99.9	100.0	100.0	99.9	102.0	106.5	104.7	104.4
5151	Radio and television broadcasting	96.1	97.8	102.8	101.4	106.0	106.1	104.1	100.0	99.1	99.4	98.4	94.3	100.4
5152	Cable and other subscription programming	98.8	94.3	96.0	93.6	92.0	94.4	93.7	100.0	129.3	133.2	135.7	125.3	131.4
5171	Wired telecommunications carriers	64.8	68.4	74.5	79.7	85.1	90.6	97.5	100.0	105.5	112.7	119.9	121.0	130.6
5172	Wireless telecommunications carriers	76.3	73.8	85.6	94.8	97.1	98.3	103.0	100.0	114.2	134.3	139.0	172.7	192.0
5175	Cable and other program distribution	99.1	94.3	95.9	93.5	91.9	94.2	93.5	100.0	95.7	94.5	90.4	87.6	93.5
	Finance and insurance													
52211	Commercial banking	80.5	83.2	83.3	90.3	92.9	96.0	99.3	100.0	98.0	101.5	104.2	101.6	103.8
	Real estate and rental and leasing													
532111	Passenger car rental	89.8	97.8	104.4	106.1	107.9	101.1	108.9	100.0	101.2	113.1	112.0	112.1	113.3
53212	Truck, trailer and RV rental and leasing	70.7	71.7	69.5	75.8	82.0	90.3	96.7	100.0	93.7	97.8	95.9	93.6	91.4
	Professional, scientific, and technical services													
541213	Tax preparation services	92.4	84.7	99.5	119.1	119.9	96.2	92.1	100.0	105.1	99.2	91.8	78.2	92.1
54181	Advertising agencies	105.0	99.7	111.9	111.3	106.8	101.4	102.1	100.0	95.8	110.1	116.6	116.7	123.9
	Accomodation and food services													
7211	Traveler accommodations	82.9	85.4	92.9	93.0	97.0	99.2	100.1	100.0	100.0	103.6	107.7	102.0	104.1
722	Food services and drinking places	102.9	102.3	101.7	102.3	100.8	100.6	99.2	100.0	101.2	101.1	103.5	103.7	104.9
7221	Full-service restaurants	99.1	98.3	97.5	97.7	97.8	96.6	96.3	100.0	100.0	99.2	100.8	100.8	102.0
7222	Limited-service eating places	103.3	103.3	102.7	105.6	103.6	104.7	102.2	100.0	102.4	102.5	105.1	106.6	107.1
7223	Special food services	107.2	106.9	106.4	103.8	101.1	99.3	97.6	100.0	102.1	106.0	111.7	108.4	108.1
7224	Drinking places, alcoholic beverages	125.7	121.2	121.5	112.7	102.6	104.4	102.4	100.0	100.0	99.4	100.4	98.2	107.2
	Other services (except public administration)													
8111	Automotive repair and maintenance	92.8	86.5	90.0	91.2	96.7	102.9	98.9	100.0	105.0	106.9	108.6	109.3	103.7
81211	Hair, nail and skin care services	81.6	79.8	85.6	84.3	88.7	92.4	97.1	100.0	102.7	103.6	103.0	109.5	104.2
81221	Funeral homes and funeral services	96.1	94.3	104.7	100.4	103.6	100.4	97.9	100.0	103.8	100.4	94.5	93.9	90.9
8123	Drycleaning and laundry services	95.6	93.2	94.9	93.8	95.9	98.8	101.6	100.0	105.0	109.5	113.7	121.1	120.2
81292	Photofinishing	117.3	115.6	116.2	123.6	124.9	114.7	103.2	100.0	99.4	106.9	107.6	115.0	133.6

NOTE: Dash indicates data are not available.

52. Unemployment rates, approximating U.S. concepts, in nine countries, quarterly data seasonally adjusted

Country	Annual average		2002			2003				2004
	2002	2003	II	III	IV	I	II	III	IV	I
United States	5.8	6.0	5.8	5.7	5.9	5.8	6.1	6.1	5.9	5.6
Canada	7.0	6.9	6.9	7.0	6.9	6.7	6.9	7.2	6.8	6.7
Australia	6.4	6.1	6.4	6.3	6.2	6.2	6.2	6.1	5.8	5.7
Japan	5.4	5.3	5.4	5.5	5.4	5.4	5.4	5.2	5.1	5.0
France	8.7	9.3	8.6	8.7	8.9	9.0	9.2	9.4	9.4	9.4
Germany	8.6	9.3	8.5	8.7	8.9	9.2	9.4	9.4	9.3	9.2
Italy[1]	9.1	8.8	9.2	9.1	9.0	9.0	8.8	8.7	8.6	8.6
Sweden[2]	5.1	5.8	5.0	5.1	5.2	5.2	5.6	5.8	6.2	6.6
United Kingdom	5.2	5.0	5.2	5.2	5.1	5.1	5.0	5.0	4.9	4.8

[1] Preliminary data for 2003.

[2] Preliminary data for 2003. Quarterly rates are for the first month of the quarter.

NOTE: Quarterly figures for France and Germany are calculated by applying annual adjustment factors to current published data, and therefore should be viewed as less precise indicators of unemployment under U.S. concepts than the annual figures. See "Notes on the data" for information on breaks in series. For further qualifications and historical data, see *Comparative Civilian Labor Force Statistics, Ten Countries, 1959-2003* (Bureau of Labor Statistics, Feb. 11, 2004), on the Internet at

http://www.bls.gov/fls/home.htm

Monthly and quarterly unemployment rates, updated monthly, are also on this site.

53. Annual data: employment status of the working-age population, approximating U.S. concepts, 10 countries

[Numbers in thousands]

Employment status and country	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
Civilian labor force											
United States	128,105	129,200	131,056	132,304	133,943	136,297	137,673	139,368	142,583	143,734	144,863
Canada	14,177	14,308	14,400	14,517	14,669	14,958	15,237	15,536	15,789	16,027	16,475
Australia	8,557	8,613	8,770	8,995	9,115	9,204	9,339	9,414	9,590	9,752	9,907
Japan	65,040	65,470	65,780	65,990	66,450	67,200	67,240	67,090	66,990	66,870	66,240
France	24,440	24,480	24,760	24,750	25,010	25,130	25,460	25,790	26,070	26,350	26,590
Germany	39,010	39,102	39,074	38,980	39,142	39,415	39,754	39,375	39,302	39,459	39,413
Italy	22,910	22,570	22,450	22,460	22,570	22,680	22,960	23,130	23,340	23,540	23,750
Netherlands	6,920	7,010	7,150	7,210	7,300	7,540	7,620	7,850	8,150	8,340	8,300
Sweden	4,520	4,444	4,418	4,460	4,459	4,418	4,402	4,430	4,489	4,530	4,544
United Kingdom	28,336	28,165	28,149	28,157	28,260	28,417	28,479	28,769	28,930	29,053	29,288
Participation rate[1]											
United States	66.4	66.3	66.6	66.6	66.8	67.1	67.1	67.1	67.1	66.8	66.6
Canada	65.9	65.5	65.2	64.9	64.7	65.0	65.4	65.8	65.9	66.0	66.8
Australia	63.9	63.5	63.9	64.5	64.6	64.3	64.3	64.0	64.4	64.4	64.4
Japan	63.4	63.3	63.1	62.9	63.0	63.2	62.8	62.4	62.0	61.6	60.8
France	55.6	55.4	55.5	55.4	55.6	55.5	55.9	56.3	56.6	56.8	57.0
Germany	58.2	57.8	57.4	57.1	57.1	57.3	57.7	56.8	56.6	56.6	56.3
Italy	47.5	47.9	47.3	47.1	47.1	47.2	47.6	47.8	48.1	48.3	48.6
Netherlands	57.5	57.9	58.6	58.8	59.2	60.8	61.1	62.6	64.5	65.8	65.0
Sweden	65.7	64.5	63.7	64.1	64.0	63.3	62.8	62.8	63.8	63.7	64.0
United Kingdom	63.1	62.7	62.6	62.4	62.4	62.6	62.5	62.8	62.9	62.7	62.9
Employed											
United States	118,492	120,259	123,060	124,900	126,708	129,558	131,463	133,488	136,891	136,933	136,485
Canada	12,672	12,770	13,027	13,271	13,380	13,705	14,068	14,456	14,827	14,997	15,325
Australia	7,660	7,699	7,942	8,256	8,364	8,444	8,618	8,762	8,989	9,091	9,271
Japan	63,620	63,810	63,860	63,890	64,200	64,900	64,450	63,920	63,790	63,470	62,650
France	22,000	21,710	21,750	21,960	22,040	22,170	22,600	23,050	23,690	24,140	24,280
Germany	36,390	35,989	35,756	35,780	35,637	35,508	36,061	36,042	36,236	36,350	36,018
Italy	21,230	20,270	19,940	19,820	19,920	19,990	20,210	20,460	20,840	21,270	21,580
Netherlands	6,550	6,570	6,660	6,730	6,860	7,160	7,320	7,600	7,910	8,130	8,070
Sweden	4,265	4,028	3,992	4,056	4,019	3,973	4,034	4,117	4,229	4,303	4,310
United Kingdom	25,570	25,242	25,429	25,718	25,964	26,433	26,696	27,048	27,350	27,570	27,768
Employment-population ratio[2]											
United States	61.5	61.7	62.5	62.9	63.2	63.8	64.1	64.3	64.4	63.7	62.7
Canada	58.9	58.5	59.0	59.4	59.1	59.7	60.4	61.3	62.1	61.9	62.4
Australia	57.2	56.8	57.8	59.2	59.3	59.0	59.3	59.6	60.3	60.1	60.3
Japan	62.0	61.7	61.3	60.9	60.9	61.0	60.2	59.4	59.0	58.4	57.5
France	50.1	49.1	49.0	49.1	49.0	49.0	49.7	50.3	51.4	52.0	52.0
Germany	54.2	53.2	52.6	52.4	52.0	51.6	52.3	52.0	52.2	52.2	51.5
Italy	44.0	43.0	42.0	41.5	41.6	41.6	41.9	42.3	42.9	43.6	44.1
Netherlands	54.5	54.2	54.6	54.9	55.7	57.8	58.7	59.9	62.6	64.2	63.2
Sweden	62.0	58.5	57.6	58.3	57.7	56.9	57.6	58.4	60.1	60.5	60.7
United Kingdom	57.0	56.2	56.5	57.0	57.4	58.2	58.6	59.1	59.4	59.5	59.6
Unemployed											
United States	9,613	8,940	7,996	7,404	7,236	6,739	6,210	5,880	5,692	6,801	8,378
Canada	1,505	1,539	1,373	1,246	1,289	1,252	1,169	1,080	962	1,031	1,150
Australia	897	914	829	739	751	759	721	652	602	661	636
Japan	1,420	1,660	1,920	2,100	2,250	2,300	2,790	3,170	3,200	3,400	3,590
France	2,430	2,770	2,920	2,800	2,970	2,960	2,870	2,740	2,380	2,210	2,310
Germany	2,620	3,113	3,318	3,200	3,505	3,907	3,693	3,333	3,065	3,110	3,396
Italy	1,680	2,300	2,510	2,640	2,650	2,690	2,750	2,670	2,500	2,270	2,160
Netherlands	370	440	490	480	440	370	300	250	240	210	230
Sweden	255	416	426	404	440	445	368	313	260	227	234
United Kingdom	2,762	2,916	2,716	2,439	2,297	1,985	1,783	1,721	1,580	1,483	1,520
Unemployment rate											
United States	7.5	6.9	6.1	5.6	5.4	4.9	4.5	4.2	4.0	4.7	5.8
Canada	10.6	10.8	9.5	8.6	8.8	8.4	7.7	7.0	6.1	6.4	7.0
Australia	10.5	10.6	9.4	8.2	8.2	8.3	7.7	6.9	6.3	6.8	6.3
Japan	2.2	2.5	2.9	3.2	3.4	3.4	4.1	4.7	4.8	5.1	5.4
France	9.9	11.3	11.8	11.3	11.9	11.8	11.3	10.6	9.1	8.4	8.7
Germany	6.7	8.0	8.5	8.2	9.0	9.9	9.3	8.5	7.8	7.9	8.6
Italy	7.3	10.2	11.2	11.8	11.7	11.9	12.0	11.5	10.7	9.6	9.1
Netherlands	5.3	6.3	6.9	6.7	6.0	4.9	3.9	3.2	2.9	2.5	2.7
Sweden	5.6	9.4	9.6	9.1	9.9	10.1	8.4	7.1	5.8	5.0	5.1
United Kingdom	9.7	10.4	9.6	8.7	8.1	7.0	6.3	6.0	5.5	5.1	5.2

[1] Labor force as a percent of the working-age population.

[2] Employment as a percent of the working-age population.

NOTE: See notes on the data for information on breaks in series.

For further qualifications and historical data, see *Comparative Civilian Labor Force Statistics, Ten Countries, 1959-2003* (Bureau of Labor Statistics, 1959–2002 (Bureau of Labor Statistics, June 23, 2004), on the Internet at **http://www.bls.gov/fls/home.htm**

54. Annual indexes of manufacturing productivity and related measures, 12 countries

[1992 = 100]

Item and country	1960	1970	1980	1990	1991	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
Output per hour															
United States	–	–	70.5	96.9	97.9	102.1	107.3	113.8	117.0	121.3	126.5	133.7	142.1	142.7	155.9
Canada	37.8	54.9	72.9	93.4	95.3	105.8	110.8	112.4	109.7	113.5	115.5	122.1	129.3	127.0	130.5
Japan	13.8	37.5	63.2	94.4	99.0	101.7	103.3	111.0	116.1	121.0	121.2	126.7	135.9	135.9	139.5
Belgium	18.0	32.9	65.4	96.8	99.1	102.5	108.4	113.2	116.3	125.5	126.9	125.5	130.8	132.6	141.7
Denmark	28.1	49.4	86.2	99.1	99.5	99.3	–	–	–	–	–	–	–	–	–
France	19.9	39.0	61.6	93.9	97.0	101.0	108.9	114.4	114.7	121.7	127.9	133.0	143.2	148.0	152.1
Germany	29.2	52.0	77.2	99.0	98.3	101.8	109.6	112.3	114.7	120.4	122.0	121.4	127.0	127.8	131.0
Italy	24.6	46.2	78.6	96.6	96.1	101.2	104.8	107.9	108.3	110.3	110.8	110.6	113.6	115.9	114.3
Netherlands	18.8	38.5	69.1	98.7	99.0	102.0	113.1	117.3	119.3	121.4	124.1	127.0	132.7	132.3	133.1
Norway	37.6	59.1	77.9	98.1	98.2	99.6	99.6	100.7	102.5	102.0	99.9	103.6	106.6	108.9	110.9
Sweden	27.3	52.2	73.1	94.6	95.5	107.3	117.8	124.5	129.5	141.0	149.5	162.7	175.5	170.3	184.3
United Kingdom	30.0	43.2	54.4	89.2	93.8	103.9	108.5	106.5	105.8	107.7	109.2	114.4	121.9	126.4	127.6
Output															
United States	–	–	75.8	101.6	98.3	103.5	111.1	118.4	121.3	127.9	133.1	139.5	146.1	137.3	139.8
Canada	33.4	58.9	83.6	106.0	99.0	105.9	114.1	119.6	119.6	127.7	133.9	144.9	159.2	153.6	158.0
Japan	10.7	39.2	60.4	97.1	102.0	96.3	94.9	98.9	103.0	106.5	100.2	101.9	109.2	105.5	103.4
Belgium	30.7	57.6	78.2	101.0	100.7	97.0	101.4	104.2	105.9	112.7	114.4	114.4	119.9	120.4	121.6
Denmark	44.4	73.9	94.4	102.8	101.5	95.6	105.6	111.6	106.7	115.2	115.7	117.7	122.1	127.5	127.8
France	30.0	57.7	81.6	99.1	99.8	95.7	100.3	104.9	104.6	109.7	115.0	118.7	124.3	128.0	128.1
Germany	41.5	70.9	85.3	99.1	102.3	92.4	95.1	95.2	92.5	95.7	97.7	95.8	100.1	99.9	99.6
Italy	23.0	48.1	84.4	99.4	99.3	96.5	102.4	107.2	105.4	108.8	110.7	110.3	113.7	114.6	113.8
Netherlands	31.9	59.8	76.9	99.0	99.8	97.7	104.5	108.2	108.9	111.6	114.9	117.6	122.8	121.7	119.7
Norway	57.7	91.0	104.9	101.4	99.0	101.7	104.6	107.3	110.3	114.2	113.7	113.6	112.8	113.4	112.6
Sweden	45.9	80.7	90.7	110.1	104.1	101.9	117.0	131.9	136.4	146.5	158.3	172.5	188.3	183.1	189.3
United Kingdom	67.5	90.2	87.2	105.4	100.1	101.5	106.2	107.8	108.7	110.7	111.4	112.2	114.9	1134.0	109.4
Total hours															
United States	92.1	104.4	107.5	104.8	100.4	101.4	103.6	104.0	103.6	105.4	105.2	104.4	102.8	96.3	89.7
Canada	88.3	107.1	114.6	113.5	103.9	100.1	103.0	106.4	109.0	112.4	115.9	118.7	123.1	120.9	121.1
Japan	77.8	104.4	95.6	102.9	103.1	94.7	91.9	89.1	88.7	88.0	82.7	80.4	80.3	77.7	74.2
Belgium	170.7	174.7	119.7	104.3	101.5	94.7	93.6	92.0	91.0	89.8	90.2	91.2	91.7	90.8	85.8
Denmark	157.8	149.5	109.6	103.7	102.1	96.2	–	–	–	–	–	–	–	–	–
France	140.3	147.8	132.5	105.6	102.9	94.7	92.1	91.7	91.2	90.2	89.9	89.2	86.8	86.5	84.2
Germany	142.3	136.3	110.5	100.1	104.1	90.8	86.8	84.8	80.6	79.5	80.1	78.9	78.8	78.2	76.1
Italy	93.5	104.0	107.4	102.9	103.3	95.4	97.7	99.4	97.3	98.6	99.9	99.8	100.1	98.9	99.5
Netherlands	169.8	155.5	111.2	100.3	100.8	95.8	92.4	92.3	91.2	91.9	92.6	92.6	92.5	91.9	89.9
Norway	153.6	153.9	134.7	103.4	100.8	102.1	105.0	106.6	107.6	112.0	113.7	109.6	105.9	104.1	101.6
Sweden	168.3	154.7	124.0	116.4	109.0	94.9	99.4	105.9	105.3	103.9	105.9	106.0	107.3	107.5	102.7
United Kingdom	224.6	208.8	160.5	118.1	106.6	92.7	97.9	101.2	102.8	102.8	101.9	98.1	94.3	89.8	85.7
Compensation per hour															
United States	14.9	23.7	55.6	90.8	95.6	102.7	105.6	107.9	109.4	111.5	117.4	122.1	131.1	134.3	140.6
Canada	10.0	17.1	47.5	88.3	95.0	102.0	103.7	106.0	107.0	109.3	111.7	115.8	119.6	123.8	126.8
Japan	4.3	16.4	58.5	90.6	96.5	102.7	104.7	108.3	109.1	112.6	115.4	114.8	113.7	114.5	122.8
Belgium	5.4	13.7	52.5	90.1	97.3	104.8	106.1	109.2	111.1	115.2	117.0	118.5	120.6	127.2	136.5
Denmark	3.8	11.1	45.0	92.7	96.0	103.0	–	–	–	–	–	–	–	–	–
France	4.3	10.5	41.2	90.9	96.4	103.1	106.5	110.4	112.2	111.8	112.7	116.6	123.4	128.2	132.4
Germany	8.1	20.7	53.6	89.4	91.5	106.4	111.8	117.6	123.3	125.7	127.6	130.6	137.4	142.0	145.5
Italy	1.8	5.3	30.4	87.6	94.2	105.7	106.8	111.3	119.0	123.0	122.2	124.2	127.8	132.4	135.6
Netherlands	6.2	19.4	60.5	89.8	94.8	104.5	109.0	112.1	114.4	117.2	122.0	126.0	132.0	138.9	146.0
Norway	4.7	11.8	39.0	92.3	97.5	101.5	104.4	109.2	113.6	118.7	125.7	133.0	140.5	148.2	157.2
Sweden	4.1	10.7	37.3	87.8	95.5	97.4	99.8	106.8	115.2	121.0	125.6	130.3	136.8	143.8	149.2
United Kingdom	2.9	6.1	32.1	82.9	93.8	105.1	108.0	109.5	111.3	116.1	123.1	130.4	137.7	144.2	149.2
Unit labor costs: National currency basis															
United States	–	–	78.8	93.7	97.6	100.6	98.5	94.8	93.5	91.9	92.8	91.3	92.3	94.1	90.2
Canada	26.4	31.1	65.2	94.6	99.6	96.4	93.6	94.3	97.5	96.2	96.7	94.9	92.5	97.4	97.1
Japan	31.3	43.8	92.6	95.9	97.5	101.0	101.4	97.5	94.0	93.0	95.2	90.6	83.6	84.4	88.0
Belgium	30.1	41.7	80.3	93.0	98.1	102.3	97.9	96.4	95.5	91.8	92.2	94.4	92.2	95.9	96.4
Denmark	13.6	22.4	52.2	93.5	96.5	103.7	96.2	96.4	103.2	99.4	102.8	103.7	101.8	101.3	102.1
France	21.7	26.8	67.0	96.8	99.3	102.0	97.8	96.5	97.8	91.9	88.1	87.6	86.2	86.6	87.1
Germany	27.8	39.8	69.4	90.3	93.1	104.5	102.0	104.7	107.5	104.5	104.6	107.6	108.1	111.2	111.1
Italy	7.5	11.9	38.7	90.7	98.0	104.5	101.9	103.2	109.8	111.4	110.3	112.3	112.5	114.2	118.7
Netherlands	32.9	50.4	87.6	91.1	95.7	102.4	96.4	95.6	95.9	96.5	98.3	99.1	99.5	105.0	109.7
Norway	12.6	20.0	50.0	94.2	99.2	101.9	104.8	108.4	110.8	116.4	125.7	128.4	131.9	136.1	141.8
Sweden	15.0	20.6	51.0	92.9	100.0	90.8	84.7	85.8	89.0	85.8	84.0	80.1	77.9	84.4	80.9
United Kingdom	9.8	14.1	59.0	92.9	99.9	100.6	99.6	102.8	105.2	107.8	112.7	114.0	113.0	114.2	116.9
Unit labor costs: U.S. dollar basis															
United States	–	–	78.8	93.7	97.6	100.6	98.5	94.8	93.5	91.9	92.8	91.3	92.3	94.1	90.2
Canada	32.9	36.0	67.4	98.0	105.1	90.3	82.8	83.0	86.4	84.0	78.8	77.2	75.3	76.0	74.8
Japan	11.0	15.5	51.8	83.9	91.8	115.3	125.8	131.6	109.5	97.4	92.2	101.0	98.4	88.0	89.1
Belgium	19.4	27.0	88.3	89.5	92.3	95.1	94.2	105.2	99.1	82.4	81.6	80.2	67.8	68.4	72.6
Denmark	12.0	18.0	55.9	91.2	91.0	96.5	91.4	104.0	107.5	90.8	92.6	89.5	76.0	73.4	78.2
France	23.4	25.7	83.9	94.1	93.1	95.3	93.4	102.5	101.2	83.3	79.1	75.3	64.2	62.6	66.4
Germany	10.4	17.1	59.6	87.3	87.5	98.7	98.2	114.2	111.6	94.0	92.9	91.5	79.7	79.5	83.9
Italy	14.3	22.3	55.7	93.3	97.3	81.8	77.9	78.0	87.7	80.6	78.2	76.2	66.1	65.1	71.4
Netherlands	15.3	24.5	77.5	87.9	90.0	96.9	93.2	104.8	100.0	87.0	87.2	84.3	73.3	75.0	82.8
Norway	11.0	17.4	62.9	93.6	95.0	89.2	92.3	106.4	106.6	102.1	103.5	102.2	93.0	94.0	110.3
Sweden	16.9	23.1	70.2	91.3	96.3	67.8	64.0	70.0	77.3	65.4	61.5	56.4	49.5	47.6	48.5
United Kingdom	15.6	19.1	77.7	93.8	100.0	85.6	86.3	91.8	93.0	99.9	105.7	104.4	96.9	93.0	99.4

NOTE: Data for Germany for years before 1991 are for the former West Germany. Data for 1991 onward are for unified Germany. Dash indicates data not available.

55. Occupational injury and illness rates by industry,[1] United States

Industry and type of case[2]	Incidence rates per 100 full-time workers[3]												
	1989[1]	1990	1991	1992	1993[4]	1994[4]	1995[4]	1996[4]	1997[4]	1998[4]	1999[4]	2000[4]	2001[4]
PRIVATE SECTOR[5]													
Total cases	8.6	8.8	8.4	8.9	8.5	8.4	8.1	7.4	7.1	6.7	6.3	6.1	5.7
Lost workday cases	4.0	4.1	3.9	3.9	3.8	3.8	3.6	3.4	3.3	3.1	3.0	3.0	2.8
Lost workdays	78.7	84.0	86.5	93.8	–	–	–	–	–	–	–	–	–
Agriculture, forestry, and fishing[5]													
Total cases	10.9	11.6	10.8	11.6	11.2	10.0	9.7	8.7	8.4	7.9	7.3	7.1	7.3
Lost workday cases	5.7	5.9	5.4	5.4	5.0	4.7	4.3	3.9	4.1	3.9	3.4	3.6	3.6
Lost workdays	100.9	112.2	108.3	126.9	–	–	–	–	–	–	–	–	–
Mining													
Total cases	8.5	8.3	7.4	7.3	6.8	6.3	6.2	5.4	5.9	4.9	4.4	4.7	4.0
Lost workday cases	4.8	5.0	4.5	4.1	3.9	3.9	3.9	3.2	3.7	2.9	2.7	3.0	2.4
Lost workdays	137.2	119.5	129.6	204.7	–	–	–	–	–	–	–	–	–
Construction													
Total cases	14.3	14.2	13.0	13.1	12.2	11.8	10.6	9.9	9.5	8.8	8.6	8.3	7.9
Lost workday cases	6 8	6.7	6.1	5.8	5.5	5.5	4.9	4.5	4.4	4.0	4.2	4.1	4.0
Lost workdays	143.3	147.9	148.1	161.9	–	–	–	–	–	–	–	–	–
General building contractors:													
Total cases	13.9	13.4	12.0	12.2	11.5	10.9	9.8	9.0	8.5	8.4	8.0	7.8	6.9
Lost workday cases	6.5	6.4	5.5	5.4	5.1	5.1	4.4	4.0	3.7	3.9	3.7	3.9	3.5
Lost workdays	137.3	137.6	132.0	142.7	–	–	–	–	–	–	–	–	–
Heavy construction, except building:													
Total cases	13.8	13.8	12.8	12.1	11.1	10.2	9.9	9.0	8.7	8.2	7.8	7.6	7.8
Lost workday cases	6.5	6.3	6.0	5.4	5.1	5.0	4.8	4.3	4.3	4.1	3.8	3.7	4.0
Lost workdays	147.1	144.6	160.1	165.8	–	–	–	–	–	–	–	–	–
Special trades contractors:													
Total cases	14.6	14.7	13.5	13.8	12.8	12.5	11.1	10.4	10.0	9.1	8.9	8.6	8.2
Lost workday cases	6.9	6.9	6.3	6.1	5.8	5.8	5.0	4.8	4.7	4.1	4.4	4.3	4.1
Lost workdays	144.9	153.1	151.3	168.3	–	–	–	–	–	–	–	–	–
Manufacturing													
Total cases	13.1	13.2	12.7	12.5	12.1	12.2	11.6	10.6	10.3	9.7	9.2	9.0	8.1
Lost workday cases	5.8	5.8	5.6	5.4	5.3	5.5	5.3	4.9	4.8	4.7	4 6	4.5	4.1
Lost workdays	113.0	120.7	121.5	124.6	–	–	–	–	–	–	–	–	–
Durable goods:													
Total cases	14.1	14.2	13.6	13.4	13.1	13.5	12.8	11.6	11.3	10.7	10.1	–	8.8
Lost workday cases	6.0	6.0	5.7	5.5	5.4	5.7	5.6	5.1	5.1	5.0	4.8	–	4.3
Lost workdays	116.5	123.3	122.9	126.7	–	–	–	–	–	–	–	–	–
Lumber and wood products:													
Total cases	18.4	18.1	16.8	16.3	15.9	15.7	14.9	14.2	13.5	13.2	13.0	12.1	10.6
Lost workday cases	9.4	8.8	8.3	7.6	7.6	7.7	7.0	6.8	6.5	6.8	6.7	6.1	5.5
Lost workdays	177.5	172.5	172.0	165.8	–	–	–	–	–	–	–	–	–
Furniture and fixtures:													
Total cases	16.1	16.9	15.9	14.8	14.6	15.0	13.9	12.2	12.0	11.4	11.5	11.2	11.0
Lost workday cases	7.2	7.8	7.2	6.6	6.5	7.0	6.4	5.4	5.8	5.7	5.9	5.9	5.7
Lost workdays	–	–	–	128.4	–	–	–	–	–	–	–	–	–
Stone, clay, and glass products:													
Total cases	15.5	15.4	14.8	13.6	13.8	13.2	12.3	12.4	11.8	11.8	10.7	10.4	10.1
Lost workday cases	7.4	7.3	6.8	6.1	6.3	6.5	5.7	6.0	5.7	6.0	5.4	5.5	5.1
Lost workdays	149.8	160.5	156.0	152.2	–	–	–	–	–	–	–	–	–
Primary metal industries:													
Total cases	18.7	19.0	17.7	17.5	17.0	16.8	16.5	15.0	15.0	14.0	12.9	12.6	10.7
Lost workday cases	8.1	8.1	7.4	7.1	7.3	7.2	7.2	6.8	7.2	7.0	6.3	6.3	5.3
Lost workdays	168.3	180.2	169.1	175.5	–	–	–	–	–	–	–	–	11.1
Fabricated metal products:													
Total cases	18.5	18.7	17.4	16.8	16.2	16.4	15.8	14.4	14.2	13.9	12.6	11.9	11.1
Lost workday cases	7.9	7.9	7.1	6.6	6.7	6.7	6.9	6.2	6.4	6.5	6.0	5.5	5.3
Lost workdays	147 6	155.7	146 6	144.0	–	–	–	–	–	–	–	–	–
Industrial machinery and equipment:													
Total cases	12.1	12.0	11.2	11.1	11.1	11.6	11.2	9.9	10.0	9.5	8.5	8.2	11.0
Lost workday cases	4.8	4.7	4.4	4.2	4.2	4.4	4.4	4.0	4.1	4.0	3.7	3.6	6.0
Lost workdays	86.8	88.9	86.6	87.7	–	–	–	–	–	–	–	–	–
Electronic and other electrical equipment:													
Total cases	9.1	9.1	8.6	8.4	8.3	8.3	7.6	6.8	6.6	5.9	5.7	5.7	5.0
Lost workday cases	3.9	3.8	3.7	3.6	3.5	3.6	3.3	3.1	3.1	2.8	2.8	2.9	2.5
Lost workdays	77.5	79.4	83.0	81.2	–	–	–	–	–	–	–	–	–
Transportation equipment:													
Total cases	17.7	17.8	18.3	18.7	18.5	19.6	18.6	16.3	15.4	14.6	13.7	13.7	12.6
Lost workday cases	6.8	6.9	7.0	7.1	7.1	7.8	7.9	7.0	6.6	6.6	6.4	6.3	6.0
Lost workdays	138.6	153.7	166.1	186.6	–	–	–	–	–	–	–	–	–
Instruments and related products:													
Total cases	5.6	5.9	6.0	5.9	5.6	5.9	5.3	5.1	4.8	4.0	4.0	4.5	4.0
Lost workday cases	2.5	2.7	2.7	2.7	2.5	2.7	2.4	2.3	2.3	1.9	1.8	2.2	2.0
Lost workdays	55.4	57.8	64.4	65.3	–	–	–	–	–	–	–	–	–
Miscellaneous manufacturing industries:													
Total cases	11.1	11.3	11.3	10.7	10.0	9.9	9.1	9.5	8.9	8.1	8.4	7.2	6.4
Lost workday cases	5.1	5.1	5.1	5.0	4.6	4.5	4.3	4.4	4.2	3.9	4.0	3.6	3.2
Lost workdays	97.6	113.1	104.0	108.2	–	–	–	–	–	–	–	–	–

See footnotes at end of table.

55. Continued—Occupational injury and illness rates by industry,[1] United States

Industry and type of case[2]	Incidence rates per 100 workers[3]												
	1989[1]	1990	1991	1992	1993[4]	1994[4]	1995[4]	1996[4]	1997[4]	1998[4]	1999[4]	2000[4]	2001[4]
Nondurable goods:													
Total cases	11.6	11.7	11.5	11.3	10.7	10.5	9.9	9.2	8.8	8.2	7.8	7.8	6.8
Lost workday cases	5.5	5.6	5.5	5.3	5.0	5.1	4.9	4.6	4.4	4.3	4.2	4.2	3.8
Lost workdays	107.8	116.9	119.7	121.8	–	–	–	–	–	–	–	–	–
Food and kindred products:													
Total cases	18.5	20.0	19.5	18.8	17.6	17.1	16.3	15.0	14.5	13.6	12.7	12.4	10.9
Lost workday cases	9.3	9.9	9.9	9.5	8.9	9.2	8.7	8.0	8.0	7.5	7.3	7.3	6.3
Lost workdays	174.7	202.6	207.2	211.9	–	–	–	–	–	–	–	–	–
Tobacco products:													
Total cases	8.7	7.7	6.4	6.0	5.8	5.3	5.6	6.7	5.9	6.4	5.5	6.2	6.7
Lost workday cases	3.4	3.2	2.8	2.4	2.3	2.4	2.6	2.8	2.7	3.4	2.2	3.1	4.2
Lost workdays	64.2	62.3	52.0	42.9	–	–	–	–	–	–	–	–	–
Textile mill products:													
Total cases	10.3	9.6	10.1	9.9	9.7	8.7	8.2	7.8	6.7	7.4	6.4	6.0	5.2
Lost workday cases	4.2	4.0	4.4	4.2	4.1	4.0	4.1	3.6	3.1	3.4	3.2	3.2	2.7
Lost workdays	81.4	85.1	88.3	87.1	–	–	–	–	–	–	–	–	–
Apparel and other textile products:													
Total cases	8.6	8.8	9.2	9.5	9.0	8.9	8.2	7.4	7.0	6.2	5.8	6.1	5.0
Lost workday cases	3.8	3.9	4.2	4.0	3.8	3.9	3.6	3.3	3.1	2.6	2.8	3.0	2.4
Lost workdays	80.5	92.1	99.9	104.6	–	–	–	–	–	–	–	–	–
Paper and allied products:													
Total cases	12.7	12.1	11.2	11.0	9.9	9.6	8.5	7.9	7.3	7.1	7.0	6.5	6.0
Lost workday cases	5.8	5.5	5.0	5.0	4.6	4.5	4.2	3.8	3.7	3.7	3.7	3.4	3.2
Lost workdays	132.9	124.8	122.7	125.9	–	–	–	–	–	–	–	–	–
Printing and publishing:													
Total cases	6.9	6.9	6.7	7.3	6.9	6.7	6.4	6.0	5.7	5.4	5.0	5.1	4.6
Lost workday cases	3.3	3.3	3.2	3.2	3.1	3.0	3.0	2.8	2.7	2.8	2.6	2.6	2.4
Lost workdays	63.8	69.8	74.5	74.8	–	–	–	–	–	–	–	–	–
Chemicals and allied products:													
Total cases	7.0	6.5	6.4	6.0	5.9	5.7	5.5	4.8	4.8	4.2	4.4	4.2	4.0
Lost workday cases	3.2	3.1	3.1	2.8	2.7	2.8	2.7	2.4	2.3	2.1	2.3	2.2	2.1
Lost workdays	63.4	61.6	62.4	64.2	–	–	–	–	–	–	–	–	–
Petroleum and coal products:													
Total cases	6.6	6.6	6.2	5.9	5.2	4.7	4.8	4.6	4.3	3.9	4.1	3.7	2.9
Lost workday cases	3.3	3.1	2.9	2.8	2.5	2.3	2.4	2.5	2.2	1.8	1.8	1.9	1.4
Lost workdays	68.1	77.3	68.2	71.2	–	–	–	–	–	–	–	–	–
Rubber and miscellaneous plastics products:													
Total cases	16.2	16.2	15.1	14.5	13.9	14.0	12.9	12.3	11.9	11.2	10.1	10.7	8.7
Lost workday cases	8.0	7.8	7.2	6.8	6.5	6.7	6.5	6.3	5.8	5.8	5.5	5.8	4.8
Lost workdays	147.2	151.3	150.9	153.3	–	–	–	–	–	–	–	–	–
Leather and leather products:													
Total cases	13.6	12.1	12.5	12.1	12.1	12.0	11.4	10.7	10.6	9.8	10.3	9.0	8.7
Lost workday cases	6.5	5.9	5.9	5.4	5.5	5.3	4.8	4.5	4.3	4.5	5.0	4.3	4.4
Lost workdays	130.4	152.3	140.8	128.5	–	–	–	–	–	–	–	–	–
Transportation and public utilities													
Total cases	9.2	9.6	9.3	9.1	9.5	9.3	9.1	8.7	8.2	7.3	7.3	6.9	6.9
Lost workday cases	5.3	5.5	5.4	5.1	5.4	5.5	5.2	5.1	4.8	4.3	4.4	4.3	4.3
Lost workdays	121.5	134.1	140.0	144.0	–	–	–	–	–	–	–	–	–
Wholesale and retail trade													
Total cases	8.0	7.9	7.6	8.4	8.1	7.9	7.5	6.8	6.7	6.5	6.1	5.9	6.6
Lost workday cases	3.6	3.5	3.4	3.5	3.4	3.4	3.2	2.9	3.0	2.8	2.7	2.7	2.5
Lost workdays	63.5	65.6	72.0	80.1	–	–	–	–	–	–	–	–	–
Wholesale trade:													
Total cases	7.7	7.4	7.2	7.6	7.8	7.7	7.5	6.6	6.5	6.5	6.3	5.8	5.3
Lost workday cases	4.0	3.7	3.7	3.6	3.7	3.8	3.6	3.4	3.2	3.3	3.3	3.1	2.8
Lost workdays	71.9	71.5	79.2	82.4	–	–	–	–	–	–	–	–	–
Retail trade:													
Total cases	8.1	8.1	7.7	8.7	8.2	7.9	7.5	6.9	6.8	6.5	6.1	5.9	5.7
Lost workday cases	3.4	3.4	3.3	3.4	3.3	3.3	3.0	2.8	2.9	2.7	2.5	2.5	2.4
Lost workdays	60.0	63.2	69.1	79.2	–	–	–	–	–	–	–	–	–
Finance, insurance, and real estate													
Total cases	2.0	2.4	2.4	2.9	2.9	2.7	2.6	2.4	2.2	.7	1.8	1.9	1.8
Lost workday cases	.9	1.1	1.1	1.2	1.2	1.1	1.0	.9	.9	.5	.8	.8	.7
Lost workdays	17.6	27.3	24.1	32.9	–	–	–	–	–	–	–	–	–
Services													
Total cases	5.5	6.0	6.2	7.1	6.7	6.5	6.4	6.0	5.6	5.2	4.9	4.9	4.6
Lost workday cases	2.7	2.8	2.8	3.0	2.8	2.8	2.8	2.6	2.5	2.4	2.2	2.2	2.2
Lost workdays	51.2	56.4	60.0	68.6	–	–	–	–	–	–	–	–	–

[1] Data for 1989 and subsequent years are based on the *Standard Industrial Classification Manual*, 1987 Edition. For this reason, they are not strictly comparable with data for the years 1985–88, which were based on the *Standard Industrial Classification Manual*, 1972 Edition, 1977 Supplement.

[2] Beginning with the 1992 survey, the annual survey measures only nonfatal injuries and illnesses, while past surveys covered both fatal and nonfatal incidents. To better address fatalities, a basic element of workplace safety, BLS implemented the Census of Fatal Occupational Injuries.

[3] The incidence rates represent the number of injuries and illnesses or lost workdays per 100 full-time workers and were calculated as (N/EH) X 200,000, where:
N = number of injuries and illnesses or lost workdays;
EH = total hours worked by all employees during the calendar year; and
200,000 = base for 100 full-time equivalent workers (working 40 hours per week, 50 weeks per year).

[4] Beginning with the 1993 survey, lost workday estimates will not be generated. As of 1992, BLS began generating percent distributions and the median number of days away from work by industry and for groups of workers sustaining similar work disabilities.

[5] Excludes farms with fewer than 11 employees since 1976.

NOTE: Dash indicates data not available.

56. Fatal occupational injuries by event or exposure, 1997-2002

Event or exposure[1]	Fatalities			
	1997-2001 average	2001[2]	2002	
		Number	Number	Percent
Total	6,036	5,915	5,524	100
Transportation incidents	2,593	2,524	2,381	43
Highway incident	1,421	1,409	1,372	25
Collision between vehicles, mobile equipment	697	727	635	11
Moving in same direction	126	142	155	3
Moving in opposite directions, oncoming	254	257	202	4
Moving in intersection	148	138	145	3
Vehicle struck stationary object or equipment	300	297	326	6
Noncollision incident	369	339	373	7
Jackknifed or overturned—no collision	300	273	312	6
Nonhighway (farm, industrial premises) incident	368	326	322	6
Overturned	202	158	164	3
Aircraft	248	247	192	3
Worker struck by a vehicle	382	383	356	6
Water vehicle	99	90	71	1
Rail vehicle	68	62	64	1
Assaults and violent acts	964	908	840	15
Homicides	709	643	609	11
Shooting	567	509	469	8
Stabbing	64	58	58	1
Other, including bombing	78	76	82	1
Self-inflicted injuries	221	230	199	4
Contact with objects and equipment	995	962	873	16
Struck by object	562	553	506	9
Struck by falling object	352	343	303	5
Struck by flying object	58	60	38	1
Caught in or compressed by equipment or objects	290	266	231	4
Caught in running equipment or machinery	156	144	110	2
Caught in or crushed in collapsing materials	126	122	116	2
Falls	737	810	714	13
Fall to lower level	654	700	634	11
Fall from ladder	111	123	126	2
Fall from roof	155	159	143	3
Fall from scaffold, staging	91	91	87	2
Fall on same level	61	84	63	1
Exposure to harmful substances or environments	529	499	538	10
Contact with electric current	291	285	289	5
Contact with overhead power lines	134	124	122	2
Contact with temperature extremes	41	35	60	1
Exposure to caustic, noxious, or allergenic substances	106	96	98	2
Inhalation of substances	52	49	49	1
Oxygen deficiency	89	83	90	2
Drowning, submersion	71	59	60	1
Fires and explosions	197	188	165	3
Other events or exposures[3]	21	24	13	–

[1] Based on the 1992 BLS Occupational Injury and Illness Classification Structures.

[2] The BLS news release issued Sept. 25, 2002, reported a total of 5,900 fatal work injuries for calendar year 2001. Since then, an additional 15 job-related fatalities were identified, bringing the total job-related fatality count for 2001 to 5,915.

[3] Totals for 2001 exclude fatalities from the September 11 terrorist attacks.

[3] Includes the category "Bodily reaction and exertion."

NOTE: Totals for major categories may include subcategories not shown separately. Percentages may not add to totals because of rounding. Dash indicates less than 0.5 percent.

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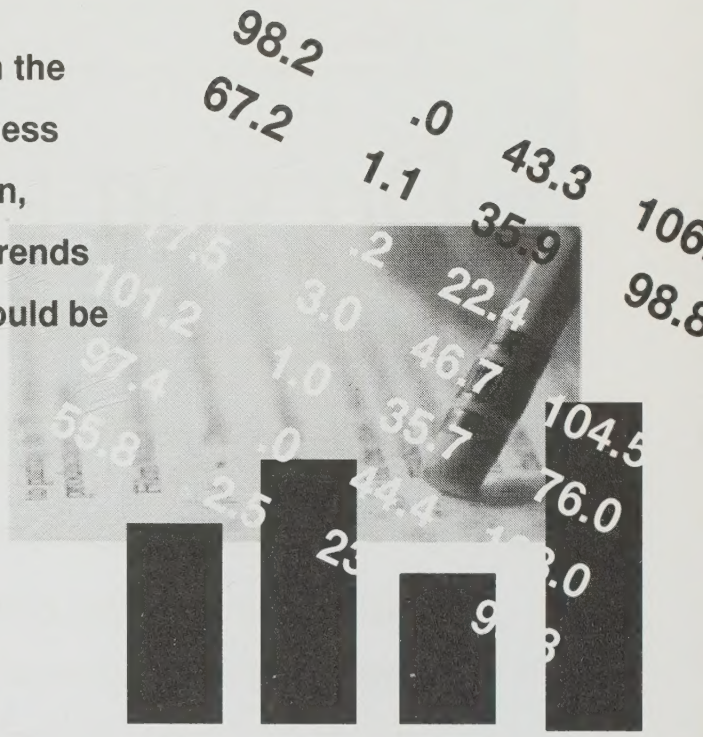

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